

Board of Trustees Meeting

Stewart Library, Hetzel Hoellein Room - 321

3850 Dixon Parkway, Ogden, UT 84408

[Zoom](#) | ID: 996 4879 7088 | Password: 676679

Thursday, November 17, 2022 | 9:30 AM to 11:30 AM

AGENDA

1. **Call to Order and Identification of Any Potential or Perceived Conflicts of Interest* (9:30 a.m.)**
Kearston Cutrubus, Chair
2. **ACTION: Approval of Minutes (9:35 a.m.)** *Chair Cutrubus*
 - a. [October 18, 2022 Board of Trustees Meeting](#)
 - b. [October 24, 2022 Executive Committee Meeting](#)
3. **ACTION: Board of Trustees Change of April 18 Meeting to April 27, 2023 (9:40 a.m.)**
Chair Cutrubus
4. **INFORMATION: (9:45 a.m.)** *Chair Cutrubus*
 - a. [College Liaison Report – Moyes College of Education](#) / [Enrollment Trends](#)
Trustees Louenda Downs and Ashley Potokar with Dean Kristin Hadley
 - b. **Special Topic (9:55 a.m.) – [Title IX](#) / [Reporting Information](#)**
Laura Thompson – Executive Director of AA/EO, Will Pridemore– Associate Athletic Director for Student-Athlete Support Services, and Kayla Morgan – Interim Assistant Athletic Director & Senior Woman Administrator
 - c. **Faculty Presentation (10:10 a.m.) – [Dual Function Sabbatical: Belize](#)**
Kathleen Cadman - Associate Professor, Nursing
 - d. **Institutional Email** *Chair Cutrubus*
Trustees have received training and are set up for Weber email accounts. From here forward, institutional email should be used for correspondence.
 - e. **USHE Report on Legislative Audit (10:20 a.m.)**
Geoff Landward, Deputy Commissioner
 - f. **Weber State University Reports (10:30 a.m.)** *Chair Cutrubus*
 - i. [President](#) *President Brad Mortensen*

- ii. [Alumni Association](#)
- iii. [Staff Advisory Council](#)
- iv. [WSUSA President](#)
- v. [Upcoming Events](#)

Trustee Rob Higginson
Aubrey Lord
Trustee Potokar

5. Academic Policy Committee (10:40 a.m.) [Agenda](#)

Trustee Louenda Downs

a. ACTION Items:

- i. [Program Review: Anthropology](#)
- ii. [Program Review: Philosophy](#)

b. INFORMATION

Trustee Downs

- i. [Academic Policy Committee Meeting Minutes – October 18, 2022](#)
- ii. [USHE New Academic Degree Program Approval Process](#)

6. Business Committee (10:55 a.m.) [Agenda](#)

Trustee Don Salazar

a. ACTION Items:

- i. [Financial Report](#) (September 2022)
- ii. [WSU Auxiliary Enterprises Annual Report](#)
- iii. [WSU Housing Services Proposed Rates](#)

b. Consent Calendar Items

Trustee Salazar

- i. [Monthly Investment Reports](#) (September 2022)
- ii. [Personnel Report](#) (September 2022)
- iii. [Early Retirement](#)

c. INFORMATION:

Trustee Salazar

- i. [Business Committee Meeting Minutes – October 18, 2022](#)
- ii. [Women in Sports Endowment](#)

7. CLOSED MEETING SESSION (11:10 a.m.)

- a. A Closed Meeting may be held to discuss any one of the matters allowed by Utah Code § 52-4-205, including: (1) discussion of the character, professional competence, or physical or mental health of an individual; (2) strategy sessions to discuss pending or reasonably imminent litigation; (3) strategy sessions to discuss the purchase, exchange, lease, or sale of real property, including water rights or shares; (4) discussion regarding deployment of security personnel, devices, or systems; or (5) investigative proceedings regarding allegations of criminal misconduct.

8. Other (11:25 a.m.)

Chair Cutruba

9. Adjourn (11:30 a.m.)

Chair Cutruba

**When a board member has a potential or perceived conflict of interest, they should alert the chair at the beginning of the meeting that they will need a moment to recuse themselves from board business and identify the point in the agenda when they would need to be excused. The board member will be excused at the appropriate time while the board proceeds with the action. The board member will be alerted when they may rejoin the proceedings.*



BOARD OF TRUSTEES MEETING MINUTES

October 18, 2022 – 9:30 a.m. Stewart Library, Hetzel Hoellein - Room 321
3850 Dixon Parkway, Ogden, UT 84408 | Hybrid Meeting

Trustee Members:

Ms. Kearston Cutrubus (Chair)
Ms. Karla Bergeson (Vice Chair)
Mr. Brent Bishop
Ms. Louenda Downs
Mr. Rob Higginson
Ms. Ashley Potokar

Trustees Excused:

Ms. Karen Fairbanks
Ms. Amanda Covington
Mr. Keith Titus
Mr. Don Salazar

Weber State University Representatives:

Dr. Brad Mortensen, President
Ms. Adrienne Andrews, Vice President for Equity, Diversity and Inclusion
Dr. Ravi Krovi, Provost
Dr. Betsy Mennell, Vice President for University Advancement
Dr. Jeff Hurst, Interim Vice President for Student Affairs
Ms. Sherri Cox, Secretary to the Board
Mr. Steven Richardson, Director of Strategic Initiatives
Ms. Aubrey Lord, Staff Advisory Council Chair, Administrative Associate
Mr. Jason Francis, Faculty Senate Chair, Assoc. Professor/Health Sciences Librarian (via Zoom)
Ms. Stephanie Hollist, General Counsel
Dr. Doris Geide-Stevenson, Interim Dean, Goddard School of Business and Economics
Mr. Bryan Magaña, Director of Public Relations
Mr. Mark Halverson, Associate Vice President for Facilities
Ms. Michelle Jeffs, Assistant Professor of Criminal Justice
Ms. Heidi Munk, IT Special Project and Process Manager

Representatives Excused:

Dr. Bret Ellis, Vice President for Information Technology

Dr. Norm Tarbox, Vice President for Administrative Affairs

Guests:

Mr. Dan Saftig, Counsel/Marts & Lundy

Mr. Quinn Tesch, Presidential Leadership Fellow

Ms. Sydney Boyer, Presidential Leadership Fellow

Public Attendees:

Mr. Jeremy Shinoda (via Zoom)

Ms. Rachel Alder (via Zoom)

Ms. Milly Streadbeck (via Zoom)

Press:

No press were present

Call to Order:

The meeting was called to order at 9:42 a.m. by Chair Karla Bergeson. She welcomed all in attendance and asked for identification of any potential or perceived conflicts of interest after viewing the agenda. Hearing none, Chair Bergeson then proceeded with the meeting agenda.

Full Board Agenda Items**Meeting Minutes Approval:****a. September 20, 2022, Board of Trustees Meeting:**

Meeting minutes from the Board of Trustees meeting on September 20, 2022, were reviewed by the Board of Trustees.

ACTION: Upon a motion by Ms. Louenda Downs to approve the minutes from the October 18, 2022, Board of Trustees meeting, with a second by Ms. Ashley Potokar, the motion passed unanimously.

Information**College Liaison Report:**

Trustee Rob Higginson, serving as a liaison to the Goddard School of Business and Economics, introduced Dr. Doris Geide-Stevenson, Interim Dean of the Goddard School of Business and Economics. Interim Dean Geide-Stevenson gave a review of the school along with a presentation that included four strategic focus areas: (a) Bridges to Goddard, (b) Transforming the Learning Environment, (c) High Touch: Connecting Students to Curriculum & Community, and (d) High Tech: Integrating and Expanding Tech, Analytics, and Critical Thinking. Discussion took place about the Wildcat Microfund 2022 and the Business Advisory Council (BAC). The school is in need of a new marketing specialist, more staff, and more funding. More information will be sent to the Trustees about the BAC.

Board members can assist the school through their networks, and generate more support for accreditation from external stakeholders.

Following the college liaison presentation, the Trustee liaison schedule was referenced with a reminder for Trustees to review it to see which month they will be presenting their report.

Faculty Presentation – An Assessment of Utah’s Juvenile Miranda Law:

Ms. Michelle Jeffs gave a presentation on An Assessment of Utah’s Juvenile Miranda Law. She started with a review of the Miranda Laws. She then addressed Utah law changes that have been passed, gave different examples of issues in the system, and recommendations for improvement.

Special Topic – Comprehensive Campaign Update:

Vice President Betsy Mennell introduced Mr. Dan P. Saftig, who gave a presentation on Weber State's Comprehensive Campaign Update. A virtual Campaign Planning Study Report will be given on Oct. 31, 2022, at 4:00 p.m. to the Trustees Community Relations Committee, and Trustees are invited to attend. Mr. Saftig defined the comprehensive campaign and explained how information is reported. Fundraising targets and timelines were discussed as well as past goals and achievements. The next comprehensive campaign details were presented with WSU gifts, goals and a timeline outlined. The recommended working goal target is \$150 million. Market testing was presented which involved key constituent interviews. Interviews included questions about how donors feel about Weber State University. Five essentials for campaign success were outlined. Results were very positive when compared with other institutions. WSU did not receive any negative points, and President Mortensen received a 94% leadership rating. 100% of those surveyed indicated approval of the vision and outline of WSU's plans. *Amplify* has some continued work to do moving forward to be more compelling and engaging for the reader. Ratings were given for the five essentials. Goals moving forward were discussed.

Weber State 2022-2023 USHE Performance Indicators:

President Brad Mortensen discussed Weber State 2022-2023 USHE Performance Indicators. Meetings were held last year to review five-year metrics. Trustees approved the five-year goals. The legislature and performance funding was discussed with a request to incorporate funding goals into the five-year goals. USHE would like institutions to have a one-year goal that is one year's worth of progress toward the five-year goals and present our goal results to determine performance funding. Trustees will need to approve this by Oct. 28, but need to wait for more guidance from USHE at their meeting with institutions on Oct. 19. An Executive Committee meeting may need to be held to accomplish this request.

Weber State University Reports

President's Report:

President Mortensen introduced visiting Presidential Leadership Fellows, Ms. Sydney Boyer and Mr. Quinn Tesch, who took a few moments to introduce themselves and share their Weber State story. President Mortensen then highlighted several parts of his report. He talked about the USHE report that was released listing the headcount for all institutions. WSU has the largest student body ever reaching a count of 29,914 students. Retention has increased by 3%, and we have reached our goal of 60% in the strategic plan. Enrollment is planning a campus-wide celebration. A legislative audit report of the Utah System of Higher Education governance has been completed and was released on Oct. 17. President Mortensen will share the slides of the press release. A reminder of the USHE Board meeting, hosted by Weber State on Nov. 18, was given to the Trustees as they are invited to participate.

Alumni Association Report:

The Alumni Association report was reviewed in the packet without discussion.

Staff Advisory Council Report:

The SAC report was reviewed in the packet without discussion.

WSUSA Report:

WSUSA President Ashley Potokar gave a brief report on Homecoming week. It was noted that the week was a huge success with more students showing up than anticipated. Activities were held each evening during the week.

Upcoming Events:

Upcoming Events were reviewed in the packet without discussion.

Academic Policy Committee

ACTION Items: Trustee Louenda Downs

Trustee Louenda Downs, chair of the Academic Policy Committee, turned the time to Provost Ravi Krovi, who proposed the following action items:

a. Action Items:

1. Program Name Change: Building Design & Construction to Architectural Design

Provost Krovi indicated that the program name change of Building Design & Construction to Architectural Design was tabled due to some changes.

2. Program Name Change: Bachelor of Integrated Studies to BA/BS of Interdisciplinary Studies

Provost Krovi briefly discussed the program name change of Bachelor of Integrated Studies to BA/BS of Interdisciplinary Studies. Questions about the program were asked and an explanation of the program and purpose for the name change was given.

ACTION:

On a motion to approve the Program Name Change: Bachelor of Integrated Studies to BA/BS of Interdisciplinary Studies by Trustee Ashley Potokar, with a second by Trustee Louenda Downs, the motion was approved.

b. Information Items:

- 1. Academic Policy Committee Meeting Minutes – May 19, 2022**
- 2. Academic Policy Committee Meeting Minutes – September 20, 2022**

Information items were reviewed without any discussion.

Business Committee

ACTION Items: Trustee Brent Bishop

Trustee Brent Bishop represented the Business Committee as the chair, on behalf of Trustee Don Salazar, who was absent. Chair Bergeson thanked him for filling this role.

a. Action Items:

1. FY2023-2024 Budget Request

Discussion about the budget and capital requests took place. Requests are also approved by the Utah Board of Higher Education (UBHE) and the legislature. President Mortensen talked about the budget request and was asked to justify how to use the proposed dollars based on performance funding. The final amount granted by the legislature could be more or less than what is being requested. Ideas for funding use were also discussed.

2. FY2023-2024 Capital Request

President Mortensen discussed the capital requests which include (a) Phase II proposal of the Engineering Tech building funding to renovate the infrastructure and make improvements to the building, (b) move forward with the legislature funds to request the purchase of 6.5 acres in Farmington to replace the site that we are currently leasing, in the amount of \$5.5 million, and (c) yearly percentage of money for capital improvement such as sidewalks, roofs, landscaping, etc. We are teaching many classes in this area and increasing space dedicated to Farmington.

ACTION: On a motion to approve the FY2023-2024 Budget and Capital Requests made by Trustee Louenda Downs, with a second by Trustee Ashley Potokar, the motion was approved.

Trustee Bishop presented the following action consent items for approval that were previously approved in the Business Committee:

3. Financial Report (August 2022)

The financial report is still early in the year, so the timing of the report should not be too concerning and areas should level out as the year progresses.

4. Audit Committee Report

5. Quarterly Investment Report

ACTION: On a motion to approve the Financial Report, the Audit Committee Report, and the Quarterly Investment Report

made by Trustee Kearston Cutrubus, with a second by Trustee Rob Higginson, the motion was unanimously approved.

b. Consent Calendar Items:

- 1. Monthly Investment Report (August 2022)**
- 2. WSU Institutional Residence Report**
- 3. WSU Institutional Discretionary Report**
- 4. Personnel Report (September 2022)**
- 5. Early Retirement (no early retirement requests for this meeting)**

ACTION: On a motion to approve the Consent Calendar items by Trustee Louenda Downs, with a second by Trustee Kearston Cutrubus, the motion was approved.

c. Information Items:

- 1. Business Committee Meeting Minutes – September 20, 2022**
- 2. Campus Safety App**

Trustee Bishop reported that a presentation on the Campus Safety App was given during the Business Committee meeting.

Other

- a.** A reminder was given to the Trustees to please respond to the requested April Board of Trustees meeting date change to April 20 or 27, 2023.
- b.** The training for Trustees weber.edu email has gone really well and it was noted that Heidi Munk has done a wonderful job with the tutorial and assistance in this process.

Adjourn

With no other business or items to discuss, the meeting was adjourned at 11:16 a.m.



BOARD OF TRUSTEES EXECUTIVE COMMITTEE MEETING MINUTES

October 24, 2022 – 10:00 a.m.

Miller Administration Building | Betty Hess Lampros Boardroom - 319

Hybrid Meeting

Executive Committee Members:

Ms. Kearston Cutrbus – Chair

Ms. Karla Bergeson -Vice Chair (via Zoom)

Mr. Don Salazar (via Zoom)

Other WSU Trustees:

Ms. Karen Fairbanks (via Zoom)

Mr. Brent Bishop (via Zoom)

Weber State University Representatives:

Dr. Brad Mortensen, President

Ms. Sherri Cox, Secretary to the Board

Public Attendees:

No public attendees were present

Press:

No members of the press were present

Call to Order:

The meeting was called to order at 10:07 a.m. by Chair Kearston Cutrubus. Chair Cutrubus welcomed all in attendance and introduced the Executive Committee members and Trustees present. She then turned the time over to President Brad Mortensen to discuss the agenda item.

Approval of One-year Performance Metrics for WSU:

President Mortensen gave simple context to explain the metrics that were being proposed for approval. Statewide metrics for access, completion and high-yield awards were established when the state changed its governance model for higher education and the Utah Board of Higher Education tried to help align with the performance funding model. The president discussed the five-year performance goals that the trustees approved in August 2021 and explained that we are taking an increment of this five-year goal as our one-year goal for the 2022-23 academic year. Performance toward the one-year goal will be used to measure performance funding the following legislative session. Institutions will need to work together to ensure they are all working toward these common goals.

When asked if the president supports these goals, he indicated that they align with the university's strategic plan, and if we follow our strategic plan goals, we should be fine meeting these three goal areas.

The action today will be used for allocating performance funding for 2023-2024. We are recommending 15% of our five-year goal be set as the first year. We feel that we are on target to meet those.

Discussion ensued regarding the percentages approved for the five-year goals in 2021 (37.3% for Timely Completion), and the percentage listed in the board materials for this discussion (37.29% for Timely Completion). Inasmuch as the Trustee's action today is not related to the previously approved five-year goals, it was reaffirmed that the five-year goal for timely completion is 37.3%

ACTION: Upon a motion by Vice Chair Karla Bergeson to approve the one-year performance metrics for 2022-23 of 34.74% for Timely Completion and 78.17% for High Yield awards, with a second by Trustee Don Salazar, the motion was unanimously approved by the Board of Trustees Executive Committee.

Adjourn:

With no further business or items to discuss, the meeting was adjourned at 10:53 a.m.



WEBER STATE
UNIVERSITY

Moyes College of Education Board of Trustees – November 17, 2022



MCoE Enrollment Trend

SCH by Department

- Child and Family Studies is up due to increases in students in general education courses.
- Exercise and Nutrition Sciences is up due to increases in students in general education courses and increases in majors.
- Health, Physical Education, and Recreation is down primarily due to decreases in Health Promotion students.
- Teacher Education is up primarily due to increases in post-baccalaureate licensing students and MED students.



MCoE Enrollment Trend

Majors and Minors

- CHF
 - Decreases in majors – Early Childhood and Family Studies
 - Increases in minors
- ENS
 - Dramatic increases in both majors
 - Decrease in Nutrition minor (likely choosing the major)
- HPER
 - Increases in Physical Education Teaching (decrease in non-teaching majors)
 - Increases in OCRE
 - Decrease in Health Promotion (increase in HP Teaching minor)
- TED
 - Slight decreases in undergraduate teaching majors
 - Increase in graduate teaching program (GCT)
 - Increase in MED (renamed Graduate Studies in Teaching) with additional emphases



MCOE Updates

- Elementary teacher candidates in Level 2 are doing all their course work in elementary schools: Sunburst (Davis) and James Madison (Ogden)



MCOE Updates

- New graduate program structure approved last spring will be implemented effective July 1, 2023. The new Graduate Studies in Education program will support graduate programs across the departments in the college. Three new emphases are being proposed:
 - Inclusive Early Childhood Education
 - Sport Coaching Leadership
 - Educational Technology



WEBER STATE UNIVERSITY

Moyes College of Education

17/125

**GRADUATE
STUDIES
IN EDUCATION**

MCOE Updates


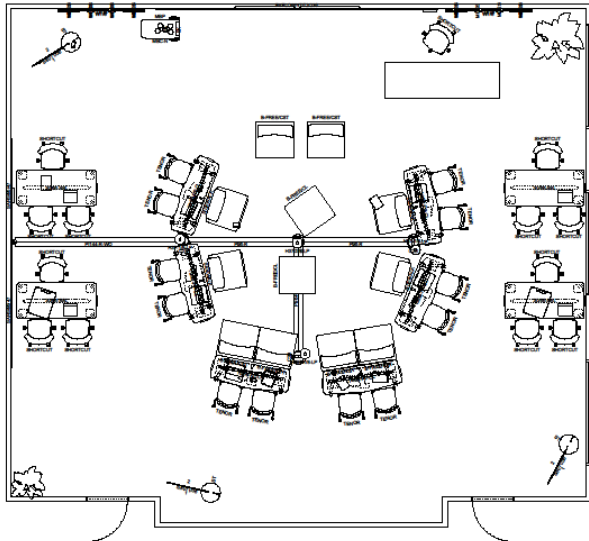
- The Human Performance Lab is currently a large combined classroom/lab space for Exercise and Sports Science. The lab is used by others beyond the program including employee and student wellness testing and community testing. This open space makes it difficult to use the lab and classroom simultaneously. The space will be remodeled during summer 2023 to create separate lab and class spaces and to upgrade the facilities.



MCOE Updates

- A furniture pilot is being conducted in SW 225 to explore active learning classroom arrangements. Faculty from across the college will be able to teach in this room which will inform our furniture choices for McKay.

PILOT CLASSROOM



19/125

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WEBER STATE UNIVERSITY
SWENSON 225

Revisions:
Designated:
Act Manager
Sheet Size: 11x17
Date: 6/16/2022

FURNITURE

F1

MCOE Updates

- A 2.8 million grant for training early childhood teachers who work with English language learners was awarded from the U.S. Department of Education. Drs. David Byrd, Melina Alexander, and Shernavaz Vakil will work with teachers in local districts over a period of several years to improve their skills.



MCOE Updates

- McKay building renovation
 - Currently in the design phase
 - No final plans yet but planned features include
 - Natural light throughout
 - Student gathering spaces
 - Centralized student support area – advisors, mentors, recruiting
 - Secure Children's School areas
 - Natural playground spaces for Children's School
 - Digital maker space to create digital lessons for use by faculty and students
 - Physical maker space to create lesson materials
 - Collaboration spaces for faculty, staff, and students



Questions and Comments



Moyes College of Education Enrollment Trends

Enrollment

There are many ways to look at enrollment. Student credit hours (SCH) are a broad summary regarding the number of students we are serving. This is a measure that works well to summarize the efforts in departments with GenEd courses or other service courses such as ATHL courses in ENS and PE and REC courses in HPER. Below is a six-year summary of Budget-Related (not CE or Concurrent) SCH for each department.

	AY 17	AY 18	AY 19	AY20	AY21	AY22	% change AY17-AY22
CHF	8,531	9,507	10,308	10,026	9,487	9,209	+8%
ENS	7,881	8,402	8,392	9,087	9,327	9,184	+17%
HPER	14,402	15,149	14,246	12,257	11,130	11,079	-23%
TED	10,473	10,532	11,572	11,967	13,024	14,392	+37%
MCOE	41,287	43,591	44,518	43,337	42,968	43,864	+6%

CHF increases are fueled by students in general education courses. ENS increases are attributed to both general education courses and an increase in majors. HPER decreases are mostly due to decreases in the Health Promotion program. Teacher Education increases are mostly due to courses at the graduate level.

Another metric is the number of majors and minors which works well to highlight efforts in upper division courses. Below is a five-year summary of majors in each program within departments.

Dept	Programs	Major/ minor	2018	2019	2020	2021	2022	percent change 2022/2018
CHF	Early Childhood	major	65	50	51	52	51	-22%
CHF	Early Childhood Education	major	109	112	100	113	116	6%
CHF	Family Studies	major	157	144	131	129	117	-25%
CHF	Child and Family Studies	BIS		23	13	12	20	
CHF	Child Development	minor	33	30	23	32	42	27%
CHF	Family Studies	minor	102	120	124	123	135	32%
Major totals			331	306	282	294	284	-14%
ENS	Nutrition Education	major	74	132	123	150	160	116%
ENS	Exercise and Sport Science	major	180	208	209	231	262	46%
ENS	Nutrition Education	minor	66	57	40	49	41	-38%
Major totals			254	340	332	381	422	66%
HPER	Physical Education Teaching	major	32	36	41	39	43	34%
HPER	Physical Education	major	34	20	13	21	18	-47%
HPER	Physical Education	minor			1	1	1	
HPER	Sport Coaching Education	minor	47	48	47	46	36	-23%
HPER	Health Promotion	major	201	150	122	107	84	-58%
HPER	Health Promotion Teaching	minor	22	23	38	37	35	59%
HPER	OCRE	major	26	31	38	34	33	27%
HPER	OCRE	minor	7	10	7	11	8	14%
HPER	Outdoor Leadership	major/AAS					7	
Major totals (not AAS)			293	237	214	201	178	-39%
TED	Elementary Education	major	417	415	395	394	383	-8%
TED	Special Education	major	81	76	82	78	79	-2%
TED	Education	major/AS	2	13	35	50	52	
BS Major totals			498	491	477	472	462	-7%
Total Secondary Teachers (less PE)			376	380	372	362	357	-5%
TED/GCT	Elementary Teaching	major/GC	43	30	30	45	34	-21%
TED/GCT	Secondary Teaching	major/GC	41	33	33	52	61	49%
TED/GCT	Special Education Teaching	major/GC				6	22	
Total GCT			84	63	63	103	117	39%
GSE	Curriculum and Instruction (pre-emph)	major/grad	97	73	30	6	1	
GSE	Curriculum and Instruction	major/grad			20	41	44	120%
GSE	Educational Leadership	major/grad			7	14	16	129%
GSE	Family Life Education	major/grad			4	12	20	400%
GSE	Higher Education Leadership	major/grad			12	26	29	142%
Total GSE			97	73	73	99	110	13%

Title IX Update

November 17, 2022

Laura Thompson, JD

Executive Director, AA/EO/WSU Title IX Coordinator

Tim Crompton

Athletic Director

Will Pridemore, JD

Associate Athletic Director, Student-Athlete Support Services

Kayla Morgan

Interim Associate Athletic Director, Senior Woman Administrator



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Title IX at WSU



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Title IX & Athletics

Participation Opportunities

1. Provide participation opportunities for women and men that are substantially proportionate to their respective rates of enrollment of full-time undergraduate students;
2. Demonstrate a history and continuing practice of program expansion for the underrepresented sex; or
3. Fully and effectively accommodate the interests and abilities of the underrepresented sex.

Title IX & Athletics

Athletics Scholarships

- Female and male student-athletes must receive athletics scholarship dollars proportionate to their participation rates

Title IX & Athletics

Other Benefits, a.k.a. “The Laundry List”

- a. Equipment and supplies
- b. Scheduling of games and practice times
- c. Travel and daily allowance/per diem
- d. Access to academic support services
- e. Coaching
- f. Locker rooms, practice, and competitive facilities
- g. Medical and training facilities and services
- h. Housing and dining facilities and services
- i. Publicity and promotions
- j. Support services (administrative, secretarial, clerical support, and office space)
- k. Recruitment of student-athletes

Laundry List Efforts

Women's Basketball

- Graduate assistant position

Women's Golf

- New short-game practice facility (shared)

Women's Soccer

- Improved gameday environment

Softball

- New infield
- New scoreboard in place for spring 2023
- Graduate assistant position

Women's Track & Field

- Additional gear
- New track for 2023-24

Women's Volleyball

- Renovated locker room
- New floor for fall 2023 season

Title IX Office News

Meet new Deputy Title IX Coordinator, Alexandra Babilis!



- Creation of Reporting Information reference sheet for employees
- Campuswide training planned for late fall/early spring
- Celebration of Title IX 50th Anniversary

Title IX - Federal



WEBER STATE
UNIVERSITY

New Proposed Regulations

- On June 23, 2022, the U.S. Department of Education issued new proposed Title IX regulations.
- USHE issued a 28-page document in response to the proposed regulations, re. “Comments in Response to Proposed Rulemaking on Nondiscrimination on Title IX of the Education Amendments of 1972” after inviting input from all institutions.
- The public comment period closed on September 12, 2022.
- USDOE will need to address all public comments submitted.
- Bottom line: Likely no Final Regs until sometime in 2023.

REPORTING INFORMATION

When do you have to report something? What if you see or hear something or someone (a friend, coworker, or other person) reports something to you related to harassment, threatening behavior, or an inappropriate relationship? Who do you report it to? What do you report?

EMERGENCIES

Assess the situation. If you or someone else is facing an emergency situation, contact the police at **801-626-6460** or **911**. The person's health and safety should be your primary concern. Weber State Police are available to respond 24/7 to all campuses.

DISCRIMINATORY HARASSMENT/SEXUAL MISCONDUCT

All WSU faculty, staff (including hourly employees), and administrators are required to report discrimination and discriminatory harassment based on **protected class status***, including sexual harassment (sexual assault, rape, domestic/ dating violence, stalking, etc.) to the AA/EO Office (Title IX Coordinator), with the exception of the Counseling & Psychological Services Center, Student Health Center, and Women's Center/ Safe@Weber Advocacy Services. If someone comes to you or you see something you believe raises concerns about these kinds of issues, contact the AA/EO Office at aa-eo@weber.edu, **801-626-6240**, or through our [contact form](#). See [PPM 3-32](#) for more information.

CAMPUS SECURITY AUTHORITIES

Many faculty, staff (including hourly employees), and administrators are designated Campus Security Authorities and who are required to report **Clery Act Crimes**** to the WSU Police Department, including people who have significant responsibility for students. See the [police department website](#) for further information about Campus Security Authority reporting. If you don't know if you are a Campus Security Authority, contact the WSU Police Department at wsupd@weber.edu. See [PPM 5-36a](#) for more information.

AMOROUS OR SEXUAL RELATIONSHIPS

All WSU faculty, staff (including hourly employees), and administrators are also required to report amorous or sexual relationships, even consenting relationships, between a person in a position of authority or trust over another person, to the AA/ EO office. Relationships between individuals where there is an imbalance of power need to be addressed as described in [PPM 3-32a](#) and [PPM 9-5](#). And remember; no sexting! If someone comes to you or you see something you believe raises concerns about these kinds of issues, contact the AA/EO Office at aa-eo@weber.edu or **801-626-6240**.

OTHER REPORTING REQUIREMENTS

Other laws have mandatory reporting requirements such as in cases of abuse, neglect, and/or exploitation of minors or vulnerable adults. For information about minors on campus rules, please contact Risk Management at risk@weber.edu or **801-626-6832**, or the Department of Public Safety at **801-626-6460**.

*Protected Classes

- » Race/Color
- » National Origin
- » Sex
- » Sexual Orientation
- » Gender Identity/Expression
- » Disability
- » Pregnancy
- » Genetics
- » Age
- » Religion
- » Veteran/Military Status

**Clery Act Crimes

- » Sexual Assault (rape, fondling, incest, statutory rape)
- » Stalking
- » Robbery
- » Hate crimes (larceny-theft, simple assault, intimidation, destruction/ damage/vandalism of property)
- » Dating Violence
- » Motor Vehicle Theft
- » Domestic Violence
- » Homicide
- » Aggravated Assault
- » Arson



WEBER STATE UNIVERSITY



weber.edu/safeatweber

REPORTING INFORMATION

What do I do if someone tells me something I think I need to report and I'm worried they told me confidentially?

Inform the person of your duties to report, interrupting their disclosure if necessary.

One suggested way to tell them you need to report is "I am required to connect you to the Office of Affirmative Action and Equal Opportunity who will meet with you to help you take care of your own personal safety and physical and emotional well-being, direct you to resources, and explain your options if you want the university to take action." You can tell the person that "The Office of AA/EO will keep your information private, to the greatest extent possible, and will only share it with those who 'need to know.' You have the right to choose to whom you will speak, what resources you will use, what you will say, and when you will say it."

Inform them that it is their right to an educational and work experience free from harassment and violence, and that it is a violation of university policy to retaliate against a student or employee because they raised allegations of discriminatory harassment, including sexual misconduct.

Let the person know that reporting to the WSU Police Department is beneficial to take action which may prevent further victimization, to preserve and collect physical evidence, to see justice for the wrong that has been done, to have the incident recorded for the purposes of reporting crime statistics on campus, and for issuing an emergency notification or timely warning to warn the campus community of an impending threat to their safety.

*For more information about how to support victims/survivors, including information on confidential resources on campus such as **Safe@Weber Advocacy Services**, please visit [Where to Get Help](#) on the **Safe@Weber** website.*

IF YOU'RE NOT SURE, ASK!

For more information see the [Safe@Weber website](#), including contact information for various offices to assist. In addition to reporting information, the Safe@Weber website provides information about campus safety, where to get help, consent, red flags, bystander intervention, etc. For a comparison of reporting requirements for Title IX, PPM 3-32 and Clery, [click here](#).

FOR ADDITIONAL TRAINING

Check out the [Training & Resources](#) section of the Safe@Weber website. Here you will find information on online training courses, Training Tracker options and student workshops. You can also email aa-eo@weber.edu, wsupd@weber.edu and/or safeatweber@weber.edu with specific training requests.



WEBER STATE UNIVERSITY



weber.edu/safeatweber

Dual Function Sabbatical: Belize

Spring 2022



Kathleen Paco Cadman, PhD, MSN, RN, CNE, CPH

DUAL FUNCTION SABBATICAL

- Partnership:
 - University of Belize School of Nursing
 - Annie Taylor Dee School of Nursing
- Research:
 - Depression and Suicide
 - Protective and Risk Factors

PARTNERSHIP

Reason for University Selection:

- Excellent Population/ Community Health (preventative)
- Cultural & Ethnic Diversity
- Different Resource Considerations (LMIC)
- English Speaking- no language barrier for students
- Geographic Location
 - Easily accessible
 - Affordable (decrease equity barriers for students)
 - No jetlag or time difference

UPDATE

- Worked with Dean of College of Health Professions & Nursing Chair
- Determined potential student partnerships & placements
- Still in continual communication
- Working with Ministry of Health & Ministry of Education
- Plan to take students Summer 2024

RESEARCH

- Focus
 - Depression/ Suicidal Ideations: Protective & Risk Factors
 - Mental Health Professionals Perspectives
- Reason for Country Selection
 - Lower GDP and overall health outcomes rankings
 - Depression/ suicide rates in Belize $\sim \frac{1}{3}$ those in US
 - No language barrier for interviews

UPDATE

- Interviewed 8 Mental Health Professionals
- Main Findings:
 - Protective: communal connections, family support, work/ life balance, connection to nature
 - Risk: competitive nature, individualistic approach, high stress workplaces, easy access to weapons
 - “When you’re told that **what you’re doing** is never enough, it’s easy to think that it’s **you** that’s never enough”
- Manuscript: Journal of Transcultural Nursing

BONUS

Burn-out Lifted

- Renewed Creativity
 - Overhauled Courses
 - Wrote Manuscripts
- Renewed Curiosity: Took Continuing Education
- Restored Quality of Life





President's Report WSU Board of Trustees November 17, 2022

University Overall

1. **WSU Hits Retention Goal Three Years Early** | Weber State set a five-year goal in [Amplified: A Five-Year Plan for Growth](#) to reach 60 percent retention of its first-year students. This fall, WSU hit that goal, three years early. Hitting this mark early represents an accelerated outcome that would not have been possible without the entire WSU campus and community. From identifying student barriers early to connecting students with resources, incorporating high-impact experiences, adding financial support, advising students with their academic and cocurricular planning, providing support for our physical and technological infrastructure, and disseminating engaging communications and messages to support the student experience, student success was and continues to be at the forefront of everything at WSU. We look forward to ensuring that retention rates for the 2022 entering class are just as successful. To learn more about the overall enrollment numbers, click [here](#).
2. **IT Completes Cloud Migration** | The IT Division completed a migration to the Oracle Cloud Infrastructure (OCI) in October 2022. The migration was a nine-month effort with thousands of hours from central IT and business users. The WSU data center's applications and data on campus are now in the cloud. In addition to the migration positively impacting the services WSU provides to students, faculty, and staff and supporting evolving needs, there are several advantages to this move to the cloud.
 - Enhanced security and compliance
 - Improved infrastructure, high availability, and fault tolerance
 - Greater system performance with scalability
 - Enhanced disaster recovery
 - Improved use of WSU IT engineers in more value-added areas

Access

1. **Intermountain Pours In Funds for WSU Programs** | Intermountain Healthcare is providing vital funding to Weber State University to help increase the number of students accepted into its current programs and build the foundation for future programs. The funding of more than \$1 million will help support Weber State's new physician assistant program, the Diversity in Healthcare scholarship program, and the Office of Community Development Ogden Civic Action Network, better known as OgdenCAN. To learn more about Intermountain's investment, click [here](#).
2. **WSU Receives ED Grant to Train Teachers of ESL Students** | Weber State University received a \$2.78 million grant from the Department of Education (ED) to train public school teachers on how to improve instruction for students who are not native English speakers.

The five-year grant will support up to 100 teachers and administrators, admitting a cohort of 25 educators annually. To learn more about this grant and its impact, click [here](#).

3. **Ogden Foster Scholarship Program** | The Youngberg Family has kindly donated \$88,000 annually to create an "Ogden Foster Scholarship Program." This scholarship is to assist incoming first-year students by covering tuition and fees, room and board, and a stipend for books, computers, and any unmet financial need, after considering grants and scholarships received by the student. Assisting with such costs will remove all financial barriers that make it difficult to attend college. The scholarship recipients are selected from the Ogden Foster Care System.

Learning

1. **Stratton Receives Student Pathway Award** | A few years ago, Jessica Stratton was living in her car with \$2.08 to her name. Now she's a 4.0 student studying computer science at Weber State University, and in September, she received the Student Pathway Award from Women Tech Council. Stratton left a turbulent home at 18. There were stretches when she survived on cereal, showering at a gym and sleeping only every other night because she worked graveyard shifts – all while trying to save money to reach her dream of going to college. To read more about Stratton's student success story, click [here](#).

Community

1. **WSU Serves as Cybersecurity Hub** | October was National Cybersecurity Awareness Month, but WSU's Cybersecurity Initiative (WSUCI) continues to be northern Utah's central resource for all things internet-safety related. In addition to producing future IT professionals with degrees in network management technology, WSUCI also provides outreach and training to the community at large so individuals and businesses can better protect their information. In September, WSU was formally recognized as a Center of Academic Excellence in Cyber Defense Education, a program sponsored jointly by the National Security Agency and the Department of Homeland Security. To read more about how WSU continues to be a leader in cybersecurity, click [here](#).
2. **WSU Hosted Human Trafficking Symposium** | Weber State hosted the inaugural WSU Human Trafficking Symposium on October 27 with nearly 300 participants (including students, faculty, staff, and community partners). The goal of the symposium was to raise awareness about trafficking in Utah, and it covered several topics such as labor versus sex trafficking, victim concerns, and survivor resources. This successful symposium was the result of collaborations between the Northern Utah Trafficking Intervention Coalition, the College of Social and Behavioral Sciences, the College of Education and Student Affairs, and featured speakers from the Attorney General's Office, University of Utah, Weber County Sheriff's Office, the Utah Prosecution Council, WSU Department of Social Work, YCC, and the WSU Women's Center.
3. **WSU Hosted Esport Competition** | Weber State Esports hosted the Ken Garff Esports' Success in Education Foundation Program, a Fall Regional Event, on Oct 21, 2022, in the

Shepherd Union ballrooms. There were 225 students and advisors from 11 high schools from all Northern Utah school districts. The all-day event included competition in three esports' games with a chance to attend the Spring Finals at the University of Utah.



Board of Trustees Report November 2022

Annual Giving

#GivingTuesday

On November 29, 2022, Annual Giving will participate in its seventh year of "Giving Tuesday" e-solicitation. #GivingTuesday is a global generosity movement unleashing the power of people and organizations to transform their communities and the world.

The Emeriti Alumni Council

The Council awarded a Purple Paw Award to Criag Oberg. They participated in WSU Homecoming and the WSUAA Salutes program. They honored Dave and Kathy Thomas, Emeriti Alumni Homecoming Royalty and Linda Oda, Emeriti Alumni Lifetime Achievement Award. The Council also held their annual EAC Reunion Banquet. Donations are encouraged and collected for the Emeriti Alumni Student Emergency (EASE) Fund at the reunion.

Weber Entrepreneurs Lecture Series

In partnership with the WSU Alumni Association we promote and help advertise this lecture series on the WSUAA website and social media. Each guest speaker receives a WSU Dowdle puzzle as a gift compliments of the WSUAA.

EASE Fund

The Emeriti Alumni Student Emergency Fund (EASE) is moving from the Dean of Students Office to the Money Management Center under Jennifer Garner. Faculty and Staff are encouraged to contact Jennifer if they know of a student who needs financial assistance. In addition, all WSU Alumni, faculty, and Staff are encouraged to [donate](#) to this fund.

Student Alumni

We hosted an SAA booth at the Oct. 8 Homecoming Fan Fest (Pre-Game event). We had over 110 students and community members engage with us. We hosted a football toss game and golf putter game, as well as a prize drawing and promotions for the WSU Traditions Keeper program. The SAA also hosted a Student Alumni Association Open House on Oct. 26. We had hot chocolate, doughnuts, and games, as well as a treat/giveaway promoting the Cat2Cat student philanthropy campaign.

Alumni Scholarships

We had 47 people attend the Scholarship luncheon, including 28 students, and 19 donors, sponsors, Board members, and staff members. Each student in attendance shared how this scholarship impacted them.

Make Ogden Purple

Alumni Relations presented on the “Make Ogden Purple” initiative at the Ogden City Council meeting on September 20. A powerpoint was shared with the council about what the initiative is, how it can benefit the community, and ways to get involved. We also shared an invitation to the Purple Paw Parade and will continue to move forward with this grassroots effort to establish a college town feel in Ogden. Ogden City put up WSU flags around the city building and had WSU flags on their fire trucks. Several other businesses participated in Making Ogden Purple by displaying flags, window clings, and/or purple lights in their windows. Alumni partnered with Marketing, and Athletics to have the WSU logo painted on 25th St. Student volunteers, as well as WSU staff and board members helped facilitate the activity.

The second annual Purple Paw Parade was held on October 1st to kick off Homecoming week. Over 150 participants attended the event. We forged a partnership with WSU Downtown and Daily Rise who hosted the finish line festival where our furry friends received pup cups, and guests had a chance to win prizes, receive discounts on WSU merchandise, and enjoy photo opportunities.

New Alumni Council

NAC hosted Fall Fest at Black Island Farms and sold 180 tickets to WSU alumni and friends. NAC members distributed tickets and passed out free donuts from Mountain Donuts to attendees.



VOLUNTEER

Formally defined and rewarding volunteer roles that are endorsed and valued by the institution and support its mission and strategic goals.

GOAL:
Board and Council Assessment

**1: EQUITY, DIVERSITY
AND INCLUSION**

Strategy 1:

Create new task force opportunities for the Board of Directors.

Strategy 2:

Re-define roles and responsibilities for the New Alumni Council.

Strategy 3:

Evaluate job descriptions for Student Alumni Council.

- Changes to organizational culture and university systems required to eliminate institutional disparities.



EXPERIENTIAL

Meaningful experiences that inspire alumni, are valued by the institution, promote its mission, celebrate its achievements and strengthen its reputation.

GOAL:
Broaden Mentoring Opportunities with Alumni and Students

**2: RETENTION AND COMPLETION
3: PERSONAL CONNECTIONS AND
ACADEMIC EXCELLENCE**

Strategy 1:

Increase MAPS student and mentor participation.

Strategy 2:

Look into possible mentoring applications/programs for Alumni mentoring.

- Positively impact student success as a high impact program.
- Provides rich and impactful relationships with faculty, staff, students and the community.



PHILANTHROPIC

Diverse opportunities for alumni to make philanthropic investments that are meaningful to the donor and support the institution's mission and strategic goals.

GOAL:
Annual Giving

**2: RETENTION AND COMPLETION
4: COMMUNITY ANCHOR MISSION**

Strategy 1:

Assess recognition programs for first-time donors.

Strategy 2:

Train and orient division on annual giving definitions, procedures, data collection, policies, giving calendar.

Strategy 3:

Utilize key performance indicators to determine growth goals for each individual campaign.

- Intentionally apply economic influence, and financial resources.



COMMUNICATION

Interactive, meaningful and informative communication with alumni that supports the institution's mission, strategic goals and reputation.

GOAL:
Hire New
Marketing Professional

**1: EQUITY, DIVERSITY
AND INCLUSION
5: MARKETING AND BRANDING**

Strategy 1:

Define segments of alumni and community members through an E.D.I. lens. Plan marketing for these segments.

Strategy 2:

Increase awareness of the valuable philanthropic, volunteer, experiential, and communication opportunities for alumni and the community.

- Changes to organizational culture.
- Increase awareness of WSU's value proposition among the "general population."



WEBER STATE UNIVERSITY

Staff Advisory Council

Staff Advisory Council Report

November 2022

SAC met on November 1, 2022, both in-person and via Zoom. Three members were excused, and five guests were present.

1. Liaison Updates

a. **Faculty Senate** – Jason Francis

Jason spoke about the Admissions Standards and Students Affairs (ASSA) committee's work with the Constitutional Review, Apportionment and Organization (CRAO) committee to review the possibility of adding a SAC ex officio member to ASSA.

b. **Human Resources** – Meagan Thunell

Meagan shared a progress update about the supervisor training program. She also announced that an HR Data Analytics Dashboard is in development and has been submitted for approval. HR hopes to share this dashboard with university employees. Meagan explained that the dashboard will filter out data sets smaller than 10 data points to remove personally identifiable information.

2. Subcommittee Highlights

a. **Bylaws Ad-hoc Committee**

The Bylaws committee presented a draft of proposed bylaw changes for review. The draft will be presented as an action item in the December 2022 SAC meeting.

b. **Communications Committee**

The Communications committee presented a plan for electronic approval of meeting minutes. This change was unanimously welcomed by the Council.

c. **Staff Relations: Grievance & Advocacy**

The committee suggested removing "Grievance" from their title in order to more clearly communicate their purpose to staff across the university. Council members supported this change.

d. **Staff Relations: Recognition**

After a Council discussion, the Recognition committee will rename the cross-divisional staff recognition program "Wildcat Legends." The committee also plans to periodically share the nomination information with supervisors and the staff member's vice president.

3. Other Business

a. **Remote SAC Meetings**

SAC plans to hold meetings highlighting areas that are not on the Ogden campus. The council hopes that this will encourage participation from staff members at satellite and remote campus locations. Plans are under way for a February 2023 outreach meeting. This meeting will be held virtually, with locations hosted in each area represented by SAC where staff can meet together in person.

Respectfully,

Aubrey Jenkins Lord

2022-2023 Chair, Staff Advisory Committee

WSUSA Board of Trustee Report November 2022
WSUSA President: Ashley Potokar



WSU Upcoming Events 2022

November 2022

Nov. 18: USHE Trustees Breakfast Meeting at WSU - 7:30 a.m. Shepherd Union room 404
Committee of the Whole – 9:00 a.m.- 4:00 p.m. Shepherd Union Ballrooms A-B

Nov. 24: Thanksgiving Break – No classes

December 2022

Dec. 6: CAPES! Celebration – Swenson Gymnasium – 6:00 p.m.

Dec. 16: Fall Commencement

Dec. 23 – Jan. 2: Holiday Break

January 2023

Jan. 16: Martin Luther King, Jr. Holiday

Jan. 17: University Planning Council – 2:00 p.m. – WSU John E. & Talitha E. Lindquist
Alumni Center – Child Garden Room

Jan. 31: WSU Day at the Capitol

February 2023

Feb. 2: Lunch with Gina Garcia – noon – Miller Administration Betty Hess Lampros
Boardroom – 319 – Keynote on Becoming an Emerging Hispanic Serving Institution – 1:30 p.m.



Academic Policy Committee Meeting

Stewart Library | Room 322

[Zoom](#) | Meeting ID: 950 7678 0388 | Passcode: 366498

Thursday, November 17, 2022 | 8:30 AM to 9:30 AM

AGENDA

1. **Welcome, Introductions, and Identification of Any Potential or Perceived Conflicts of Interest.* (8:30 AM)** *Trustee Louenda Downs, Chair*
2. **ACTION ITEM: Approval of Minutes (8:35 AM)** *Chair Downs*
 - a. **October 18, 2022 Academic Policy Committee Meeting**
3. **ACTION ITEM: Program Reviews (8:40 AM)** *Chair Downs*
 - a. **Anthropology**
 - b. **Philosophy**
4. **Informational Items (9:00 AM)** *Chair Downs*
 - a. **Utah System of Higher Education New Academic Degree Program Approval Process**
5. **Other Items (9:10 AM)** *Chair Downs*
6. **Adjourn (9:30 AM)**

*When a board member has a potential or perceived conflict of interest, they should alert the chair at the beginning of the meeting that they will need a moment to recuse themselves from board business and identify the point in the agenda when they would need to be excused. The board member will be excused at the appropriate time while the board proceeds with the action. The board member will be alerted when they may rejoin the proceedings.

Cover/Signature Page – Program Review Template

Institution Submitting Request: *Weber State University*

Program Title: *Anthropology*

School or Division or Location: *College of Social and Behavioral Science*

Department(s) or Area(s) Location: *Department of Sociology and Anthropology*

Institutional Board of Trustees' Approval Date: *MM/DD/YEAR*

Proposal Type (check all that apply):

Regents' General Consent Calendar Items		
<i>R411 Cyclical Institutional Program Reviews</i>		
SECTION NO.		ITEM
4.4	<input type="checkbox"/>	Programs with Specialized Accreditation
5.1	<input checked="" type="checkbox"/>	Seven-Year Program Review
5.2	<input type="checkbox"/>	Five-Year Program Review

Chief Academic Officer (or Designee) Signature:

I certify that all required institutional approvals have been obtained prior to submitting this review to the Office of the Commissioner.

Signature

Date: *MM/DD/YEAR*

Printed Name: *Ravi Krovi, Provost*

Six-Year Program Review
Weber State University
Anthropology
02/25/2022

Reviewers:

- External Reviewer:
 - Michael Searcy, Associate Professor of Anthropology, Brigham Young University, Provo, UT
- Internal Reviewer:
 - Chris Hoagstrom, Professor of Zoology, Weber State University

Program Description: One- to three-paragraph description of the program.

The Weber State University Anthropology Program offers an undergraduate curriculum for students wishing to complete the Anthropology major (B.A. and B.S. degrees offered for the general Anthropology or Archaeology tracks), Anthropology minor, Archaeological Technician Institutional Certificate or Associate of Applied Science degree, or a Bachelor of Integrated Studies emphasis. It also serves students seeking general education credits, or who desire to take Anthropology courses for self-enrichment. Our faculty members are broadly trained to embrace a holistic four-field approach that integrates aspects of archaeology, sociocultural anthropology, biological anthropology, and linguistic anthropology, and serve both on- and off-campus groups that comprise the University community. Anthropology has from its beginnings been a major advocate for intellectual diversity, equity, cultural relativism, and inclusion, and in our commitment to a four-field curriculum, our goal is to apply these foundational principles to an understanding of all facets of human existence.

The program has existed for over 50 years, offering the minor as well as two BIS emphases (general Anthropology and Archaeology), and an active Anthropology Club throughout that period. In the Spring of 2000, the Utah Board of Regents approved the Anthropology Major. As of the Spring of 2021, the WSU Anthropology Program has graduated 182 Majors, an average of 12 people per year.

The program prepares graduates for a variety of career fields through high-impact educational practices such as training in qualitative and quantitative research methods, a new capstone project-based course, internships, an annual summer Archaeology Field School, and summer Study Abroad trips. Program graduates pursue a variety of career paths, including graduate programs in anthropology and other disciplines, and a wide array of careers in the private, public and non-profit.

Data Form: Faculty, student, and financial data for the past five years.

R411 Data Table					
Department or Unit—Anthropology & Sociology					
	Year	Year	Year	Year	Year
	2017	2018	2019	2020	2021
Faculty					
Headcount – Full Department					
With Doctoral Degrees (Including MFA and other terminal degrees, as specified by the institution)					
Full-time Tenured	7	8	7	7	7
Full-time Non-Tenured	2	3	4	4	4
Part-time	4	6	6	7	7
With Master's Degrees					
Full-time Tenured					
Full-time Non-Tenured					
Part-time	1	1	1	2	2
With Bachelor's Degrees	0	0	0	0	0
Full-time Tenured					
Full-time Non-Tenured					
Part-time					
Other					
Full-time Tenured					
Full-time Non-Tenured					
Part-time					
Total Headcount Faculty	14	17	18	20	20
Full-time Tenured					
Full-time Non-Tenured					
Part-time					
FTE (A-1/S-11/Cost Study Definition) Full Dept					
Full-time (Salaried)	10.84	10.56	10.67	11.33	11.56
Teaching Assistants					
Part-time (May include TAs)	7.76	6.68	7.55	7.69	7.48
Total Faculty FTE	18.60	17.23	18.22	19.02	19.03
Number of Graduates - Sociology					
Certificates		1			
Associate Degrees	0	0	0	0	0
Bachelor's Degrees	10	10	11	17	5

Master's Degrees					
Doctoral Degrees					
Number of Students—(Data Based on Fall Third Week)					
Total # of Declared Majors (Anthro)	78	76	81	72	59
Total Department FTE* (Anthro and Sociology)	352.7	345.3	361.7	360.5	272.0
Total Department SCH*	10,580	10,358	10,850	10,816	8,160
*Per Department Designator Prefix					
Student FTE per Total Faculty FTE	18.96	20.03	19.85	18.96	14.29
Cost (Cost Study Definitions)					
Direct Instructional Expenditures	1,301,206	1,420,229	1,398,319	1,592,822	1,665,810
Cost Per Student FTE	\$3,690	\$4,113	\$3,866	\$4,418	\$6,124
Funding					
Appropriated Fund	1,099,506	1,217,656	1,188,770	1,357,081	1,424,894
Other: IW Funding from DOCE	201,700	199,710	208,510	234,420	240,875
Special Legislative Appropriation					
Grants of Contracts					
Special Fees/Differential Tuition	0	2,863	1,039	1,321	41
Total	1,301,206	1,420,229	1,398,319	1,592,822	1,665,810

Program Assessment: Strengths, weaknesses, and recommendations from the reviewers.

Standard A: Mission Statement

Strengths:

- The department has worked successfully to align their activities with the goals outlined in their mission statement.
- The program is commended for their willingness to extend their missions to students outside the major through general education courses in four general education breadth areas.
- The mission statement aims to help students take the next step following their undergraduate educations.

Recommendations:

- None indicated.

Standard B: Curriculum

Strengths:

- It is clear the curriculum is designed to fulfill the mission and aims of the Anthropology program.
- The program is commended for the addition of a new capstone course (ANTH 4900) for the program's various tracks.
- It is noted that high impact education experiences (HIEE) are integrated within several courses in the major.

Recommendations:

- It is recommended that the faculty collaborate to determine several learning outcomes specific to the ANTH 4900 course.
Faculty response: the faculty agree that there needs to be further discussion in order to work towards an established curriculum for the capstone class and planning to integrate the assessment of the program's revised learning outcomes.
Dean's response: the dean recommends that this faculty meeting be accomplished as soon as possible (fall semester 2022) so this course can be strengthened.
- It is recommended that the faculty review the published (catalog) curriculum and remove courses that will no longer be taught while moving some of the temporary, special-topic classes to a permanent status if appropriate. Programs being discontinued (AAS in Archeological Technician and Archeological Technician Institutional Certificate) should be removed from information outlets.
Faculty response: as recommended, the faculty will collaborate to determine which courses are rarely or no longer taught and need to be removed from the catalog. The program discontinuance process for the two identified program will be initiated. Faculty are already in the process of applying for permanent course numbers for the special-topic biological anthropology courses.
Dean's response: the dean concurs and recommends beginning the process of curriculum changes during August/September of the upcoming academic year.

Standard C: Student Learning Outcomes and Assessment

Strengths:

- The program's assessment plan indicates that a program-level ePortfolio assessment will be developed.

Recommendations:

- It is recommended that some type of program-level assessment be implemented in the ANTH 4900 course, in order to assure that the program's learning outcomes are met by the time students complete this course. This would provide an efficient means to gather program-level feedback from all graduates.
Faculty response: the Anthropology faculty will be revising the program's assessment plan and learning outcomes to better align with the current values of the department and faculty. This process will begin soon and will hopefully be completed in the 22/23 academic year.
Dean's response: ensure that the course-specific assessment cycle (2020-2027) is reactivated since assessments were postponed due to the pandemic. Begin discussion of cycle fall semester 2022).

Standard D: Academic Advising

Strengths:

- The intent to help students properly sequence particular required courses through close monitoring is commendable, as is the program faculty's plans to effectively use Starfish to monitor and track student progress.

Recommendations:

- None indicated.
Faculty response: the program faculty's use of Starfish dramatically increased through the COVID years. The faculty would like to see the initial Starfish reports moved back a week so that most classes will have had at least one major test in order to see student problems. The program faculty feel that advising has improved.

Dean's response: the CSBS academic advisor can instruct any faculty member on how to effectively use Starfish to assist with student success.

Standard E: Faculty

Strengths:

- Despite heavy teaching loads, the breadth, quality, and quantity of research the faculty have been able to accomplish is impressive.

Concerns:

- The time commitment required by faculty during field school is not commensurate with the load with which the faculty are credited (6 hours).
- The department should continue to be aware (as expressed in faculty interviews) of the pitfalls of relying so heavily on adjunct faculty.

Recommendations:

- Continue to develop the program in a manner that can eventually justify an additional tenure-track position. Another tenure-track line, possibly a linguistic anthropologist, would help reduce the present dependence on adjunct faculty.

Faculty response: the department's priority with their most recent hire was to find a linguistic anthropologist with a cultural anthropology secondary emphasis. This was successful.

- As the faculty continue to work toward balancing faculty emphases in the various subdisciplines, it will be important to monitor the distribution of students in the different subdisciplines and hire future faculty with student enrollments in mind.

Faculty response: given the general education service the department provides along with the breadth of Anthropology, a six-person faculty would be desirable.

- Recognize the dilemma presented by uncompensated time dedicated to field work to the long term sustainability of the program curriculum and for providing time for faculty scholarship.

Faculty response: the faculty agree that a fairer compensation for faculty who teach field programs is warranted and encourages the college and university to make fair compensation in the form of supplemental pay or course releases a priority.

Dean's response: the anthropology director needs to explore PPM 4-6 regarding Faculty Workload (Teaching Load). By using Directed Readings, Special Problems, Individual Studies/Research Studies an instructor can accrue one-fourth credit hour of teaching load for each student credit hour supervised as a way to meet their teaching load (up to three credit hours).

Standard F: Support

Strengths:

- An administrative specialist who is valued highly by the faculty who recognize her role in their success and that of the students.

Recommendations:

- Additional and continued recognition of this work is merited, not only in potential financial compensation, but also in the form of additional support staff.

Faculty response: the faculty concur that the administrative assistant should be more fairly compensated for the large amount of work and numerous responsibilities with which she is tasked. The faculty recommend either a promotion to Administrative Specialist III or an increase to the maximum pay available in the Administrative Specialist II range.

Dean's response: the dean was successful in providing this individual with a mid-year raise and will continue to improve the salaries of hard-working CSBS admins at every opportunity. The department can explore the possibility of hiring a 50/50 work study student to help with different tasks.

- The review team suggests that the department work towards developing various avenues of outreach that will allow them to increase their public persona.

Faculty response: the faculty agree that more public outreach may be helpful to enhance the department's public profile and attract more students. The program faculty will continue their public outreach of engaging students and the public through various departmental programs.

Dean's response: the college's newly hired marketing specialist can help the program explore ways to raise awareness of this program.

Standard G: Relationships with External Communities

Strengths:

- Relationships with professionals external to the program are a major strength of the program.

Recommendations:

- Continue to develop relationships that can provide students with internship opportunities.

Faculty response: the faculty plan on furthering their efforts in this regard in the future.

Dean's response: The program may want to consider having a faculty member assigned to do outreach to initially set up internships. A course release during the semester of program set up could be considered.

Standard H: Results of previous reviews

Strengths:

- Recommendations from the previous review in 2017, that were within control of the program faculty, were successfully implemented. These include:
 - o The addition of a biological anthropologist and four new biological anthropology courses,
 - o The successful assessment of general education courses and the establishment of an extended assessment plan,
 - o A mission statement whose goals are adequately aligned and accomplished successfully through curriculum and program outcomes.

Recommendations:

- None indicated.

Institution's Response: Responses to review committee findings and recommendations.

For ease of tracking, faculty and dean responses to commendations and recommendations are included in the text above.

Institutional Program Review Committee Response

Date: September 22, 2022

Present: Ravi Krovi, Provost; Eric Amsel, Associate Provost; Jason Francis, Faculty Senate Chair; Marjukka Ollilainen, Faculty Senate Vice-Chair; Program Review Committee – Jennifer Anderson, Aaron Ashley, Amy Buckway, Michele Culumber, Eric Gibbons, Ryan Ridge, Barb Wachocki, Gail Niklason, Office of Institutional Effectiveness

Guests: Huiying Hill, Chair, Department of Sociology and Anthropology; Mark Stevenson, Anthropology Coordinator; Julie Rich, Dean, College of Social and Behavioral Sciences

As part of the program review process, the Program Review Committee makes a recommendation to the provost based upon a review of all program review materials and the discussion with the chair and dean. The Program Review Committee's goal is to help programs move to an optimal review cycle.

Given this, the Committee recommends the Provost accept the program faculty's response to the site visit recommendations and asks that the program conduct their next formal review in 5 years, during the 26/27 academic year. The Provost Office and the Dean will carefully monitor progress towards the recommendations through the yearly strategic planning report (SPR) process (as specified below) and potentially reconsider the timeline for your next review.

The Program Review Committee had several commendations for the Anthropology program and faculty. The recent retirement of three long-time faculty members could have left the program adrift, but the forward-looking view with which replacement faculty were recruited and hired is commendable. We support departmental initiatives to grow the General Anthropology track (e.g., marketing, staffing, and resourcing), including creating high-impact field studies and internships, which we anticipate will attract and support students through graduation and into jobs. We also encourage the program faculty to carefully review the impact of these initiatives to ensure they have the anticipated effects. The increased focus on high impact field studies and internships, especially for students in the general track, will do much to support students through graduation and into jobs. Finally, the committee felt that the program's efforts towards revamping their assessment processes with an eye to using ePortfolios is admirable.

The Committee recommends the Anthropology program faculty consider placing job and career-related information in lower division courses, perhaps by developing a career module. Other programs have found this practice beneficial to students. While tracking alumni is a challenge for most departments on campus, it is recommended that the faculty consider utilizing exit surveys, in-person if possible, to collect job and salary information as well as personal email addresses.

The Provost concurred with these recommendations.

Cover/Signature Page – Program Review Template

Institution Submitting Request: *Weber State University*

Program Title: *Philosophy*

School or Division or Location: *College of Social and Behavioral Sciences*

Department(s) or Area(s) Location: *Department of Philosophy and Political Science*

Institutional Board of Trustees' Approval Date: *MM/DD/YEAR*

Proposal Type (check all that apply):

Regents' General Consent Calendar Items		
<i>R411 Cyclical Institutional Program Reviews</i>		
SECTION NO.		ITEM
4.4	<input type="checkbox"/>	Programs with Specialized Accreditation
5.1	<input type="checkbox"/>	Seven-Year Program Review
5.2	<input checked="" type="checkbox"/>	Five-Year Program Review

Chief Academic Officer (or Designee) Signature:

I certify that all required institutional approvals have been obtained prior to submitting this review to the Office of the Commissioner.

Signature

Date: *MM/DD/YEAR*

Printed Name: *Ravi Krovi, Provost*

**Five-Year Program Review
Weber State University
Philosophy
02/14/2022**

Reviewers:

- External Reviewer:
 - Dr. Chris Weigel, Professor of Philosophy, Utah Valley University, Orem, Utah
- Internal Reviewer:
 - Dr. Jennifer Kokai, Associate Professor of Theatre, Weber State University

Program Description: One- to three-paragraph description of the program.

The philosophy program at Weber State University is part of the Department of Political Science and Philosophy, which is housed in the College of Social and Behavioral Sciences. The program offers a wide variety of courses that can lead to either a B.A. in philosophy or minor in philosophy, and these courses also contribute significantly to the Legal Studies minor and to many courses of study in the Bachelor of Integrated Studies program. The program now has four full-time, tenure-stream faculty members, and in a typical fall or spring semester employs three adjuncts who expand the program's general education offerings to the Davis and Farmington campuses.

Students in Philosophy learn new ways to think about and experience the world and learn about central issues pertaining to the nature of truth and reality, the limits of knowledge, standards of right and wrong, the nature and experience of beauty and world religions.

The program offers educational opportunities that extend beyond the classroom. The program sponsors two or three Ethics Bowl teams to the regional competition, which occasionally qualify to compete at nationals. Philosophy students also have the opportunity to learn about philosophy by taking advantage of programs offered through the WSU Study Abroad office. Themes for study abroad courses have included The Renaissance, Cultures and Dogmas of the Classical World, and Medieval Lives. These opportunities have allowed students to visit historically and philosophically significant sites throughout Western Europe.

Data Form: Faculty, student, and financial data for the past five years.

R411 Data Table					
Department or Unit-- Philosophy					
Dept figures include Political Science	Year	Year	Year	Year	Year
	2017	2018	2019	2020	2021
Faculty					
Headcount - Philosophy					
With Doctoral Degrees (Including MFA and other terminal degrees, as specified by the institution)					
Full-time Tenured	2	3	3	3	3
Full-time Non-Tenured	1	0	1	0	1
Part-time	0	0	1	1	1
With Master's Degrees					
Full-time Tenured					
Full-time Non-Tenured	1				
Part-time	2	3	3	3	3
With Bachelor's Degrees					
Full-time Tenured					
Full-time Non-Tenured					
Part-time					
Other					
Full-time Tenured					
Full-time Non-Tenured					
Part-time					
Total Headcount Faculty (full department)	7	6	8	7	8
Full-time Tenured					
Full-time Non-Tenured					
Part-time					
FTE (A-1/S-11/Cost Study Definition)					
Full-time (Salaried)	9.94	8.41	9.49	9.27	9.38
Teaching Assistants					
Part-time (May include TAs)	6.59	6.16	6.59	6.35	6.39
Total Faculty FTE (POLS and PHIL)	16.53	14.57	16.08	15.62	15.77
Number of Graduates (Philosophy only)					
Certificates					
Associate Degrees					
Bachelor's Degrees	2	3	4	5	1
Master's Degrees					

Doctoral Degrees					
Number of Students—(Data Based on Fall Third Week)					
Total # of Declared Majors – Philosophy	15	22	22	28	26
Total # of Declared Minors – Philosophy	17	14	12	15	13
Total Department FTE* (POLS/PHIL)	369.0	383.4	352.5	343.8	301.4
Total Department SCH* (POLS/PHIL)	11,069	11,502	10,574	10,314	9,041
*Per Department Designator Prefix					
Student FTE per Total Faculty FTE	22.32	26.31	21.92	22.01	19.11
Cost (Cost Study Definitions)					
Direct Instructional Expenditures	1,204,233	1,175,775	1,221,244	1,251,202	1,296,151
Cost Per Student FTE	\$3,264	\$3,067	\$3,465	\$3,639	\$4,300
Funding					
Appropriated Fund	1,011,881	985,977	1,037,019	1,078,552	1,125,681
Other: IW Funding from DOCE	192,352	189,798	184,225	172,650	170,470
Special Legislative Appropriation					
Grants of Contracts					
Special Fees/Differential Tuition	0	0	0	0	0
Total	1,204,233	1,175,775	1,221,244	1,251,202	1,296,151

Program Assessment: Strengths, weaknesses, and recommendations from the reviewers.

Standard A: Mission Statement

Strengths:

-

Concerns:

Recommendations:

- Bring the program mission statement into line with more contemporary understandings of diversity and equity, particularly in who general education classes are serving. Gender diversity is important but the University mission asks for efforts beyond gender, and especially to pay attention to LatinX populations.

Faculty response: the faculty approve of the suggestion to revise the program's mission statement and strategic plan to include DEI outcomes, and to measure diversity and equity along numerous axes. The suggestion to focus on general education courses is welcome as these will help faculty get a better sense of who philosophy attracts, and whom it might inadvertently exclude. The intent of the faculty is to complete this during the 2022-23 academic year.

Dean's response: The dean fully supports the program undertaking this alignment in the next academic year (2022-23). Also ensure that the General Education classes align with the university mission.

Standard B: Curriculum

Strengths:

- Assessment of the capstone class as well as student feedback demonstrate that the curriculum is carefully constructed and monitored for its success.
- The curriculum offers classes that support the three learning outcomes and lead to the capstone which synthesizes the outcomes.
Faculty response: the faculty are looking forward to improving the capstone portfolio course and integrating it into upper division courses.
- The additional faculty line has clearly made the program better able to offer their curriculum in a regular fashion.

Recommendations:

- Publicize the course rotation and special topics courses two years out and make them more specific to aid students with planning.
Faculty response: all of the program's core and regularly-taught electives are taught in a publicized, two-year rotation. Students can complete their degree with only these regularly offered classes. The variable-title course, PHIL 4400, allows faculty to teach one-off courses in their area of interest, or to develop new upper-division courses that then become part of the curriculum. With the addition of a fourth faculty member, the program has been able to commit to teaching a broader variety of courses as part of the regular rotation. Several of the 4400 courses are now part of the regularly taught rotation. As a result, Phil 4400 will become a less utilized option, though faculty do like the flexibility the course provides.
Dean's response: the dean supports the direction of the program to ensure that "the successful variable-title offerings are converted to regular elective courses."

Standard C: Student Learning Outcomes and Assessment

Strengths:

- Program assessment procedures and focus are clear and effective.
- Students use work from a variety of courses in creating their capstone portfolios and feel supported by faculty when doing so.

Recommendations:

- Expected outcomes need to be made formal and official.
- Learning outcomes need to map more clearly to measures of assessment.
Faculty response: as the program faculty intend to revise the program goals, they will adjust the outcomes as needed and develop corresponding assessment tools. The intent of the faculty is to accomplish this during the 2022-23 academic year.
Dean's response: the dean supports formalizing learning outcomes and assessment tools to align with program and university strategic missions.

Standard D: Academic Advising

Strengths:

- Students speak highly of faculty advising and accessibility.
- The program has a good graduate placement rate.

Concerns:

- Students are less enthusiastic about college advisors.
Faculty response: individually the college advisors are great, but they are badly overworked and sometimes it is hard to schedule a time, especially during peak advising season.
Dean's response: the dean applauds the high caliber of faculty advising and accessibility for

program advisement. The dean suggests the main program advisor meet with the CSBS advisors and discuss how they can improve their interactions with students.

Standard E: Faculty

Strengths:

- The program is pleased with the recent increase to four tenure-track faculty; this is sufficient to serve the student population and to allow for regular rotation of classes.
- The program is lucky to benefit from highly qualified and excellent adjuncts, many of whom hold a Ph.D.
- The department engages in a variety of teaching evaluation practices.

Concerns:

- The program lacks racial diversity and is largely male, which reflects issues with the discipline itself. The program is encouraged to keep pursuing diversity efforts in the future.
- Administrative creep is demanding more and is making the department lack sufficient support to fulfill its mission. Continual escalation on reports, strategic plans, and other things from upper administration are negatively impacting faculty ability to focus on students and teaching.
Faculty response: the faculty feel they have little control over the 'rising flood of required assessment' and implore the administration to ease or streamline assessment.
Dean's response: with future hires, the philosophy program needs to be more intentional about attracting and hiring more diverse faculty. The dean agrees that there has been an escalation of reports and other requests from upper administration. The dean is endeavoring to try and shorten some of the reports.

Standard F: Support

Strengths:

- The librarian was invested and interested in the Philosophy program's success. The librarian would appreciate guidance in making purchases.

Standard G: Relationships with External Communities

Strengths:

- The Philosophy program does a superb job of connecting with the community through a variety of interesting and innovative programs like ethics bowls, Richard Richards programming, and other outwardly-focused programming.
Faculty response: with the COVID pandemic winding down, the faculty hope to reinvigorate their community-focused programming.
Dean's response: the dean recommends the faculty consult with the new CSBS marketing specialist to develop a strategic promotional campaign to bring awareness of what philosophy is and the types of careers that are available to graduates with a background in the discipline.

Standard H: Results of previous reviews

Strength:

- The previous review recommended a fourth tenure line, which was implemented.

Institution's Response: Responses to review committee findings and recommendations.

For ease of tracking, faculty and dean responses to commendations and recommendations are included in the text above.

Institutional Program Review Committee Response

Date: September 22, 2022

Present: Ravi Krovi, Provost; Eric Amsel, Associate Provost; Jason Francis, Faculty Senate Chair; Marjukka Ollilainen, Faculty Senate Vice-Chair; Program Review Committee – Jennifer Anderson, Aaron Ashley, Amy Buckway, Michele Culumber, Eric Gibbons, Ryan Ridge, Barb Wachocki, Gail Niklason, Office of Institutional Effectiveness

Guests: Mary Beth Willard, Chair, Department of Political Science and Philosophy and Philosophy Program Director; Julie Rich, Dean, College of Social and Behavioral Sciences

As part of the program review process, the Program Review Committee makes a recommendation to the Provost based upon a review of all program review materials and the discussion with the chair and dean. The Program Review Committee's goal is to help programs move to an optimal review cycle.

Given this, the Committee recommends the Provost accept the program faculty's response to the site visit recommendations and asks that the program conduct their next formal review in 5 years, during the 26/27 academic year. The Provost Office and the Dean will carefully monitor progress towards the recommendations through the yearly strategic planning report (SPR) process (as specified below) and potentially reconsider the timeline for your next review.

The Program Review Committee had several commendations for the Philosophy program and faculty. The program's interdisciplinary collaborations are strong and the work to extend the reach of Philosophy across campus is commendable. The program addressed this recommendation from the previous review quite well and the potential for continued collaborations is exciting. The review committee is intrigued with the idea of the 'designer BIS' collaboration between Philosophy, Political Science, and Economics. The national trend of decreasing Philosophy majors makes initiatives such as extending interdisciplinary teaching, growing the minor and creating designer BIS programs even more critical in keeping the program vibrant and viable.

The Committee supports the Philosophy program's continued use of 'special topics' courses, while at the same time putting some of those topics into the regular course rotation. Having this flexibility within the curriculum will support majors well.

The Provost concurred with these recommendations.



ACADEMIC POLICY COMMITTEE MEETING

Stewart Library | Room 322

Tuesday, October 18, 2022 | 8:30 AM to 9:30 AM

Trustee Members:

Ms. Louenda Downs (Chair)
Ms. Karla Bergeson
Ms. Ashley Potokar

Excused:

Mr. Keith Titus
Ms. Karen Fairbanks

Weber State University Representatives:

Dr. Ravi Krovi, Provost

Guests:

Public Attendees:

Agenda Items

1. Welcome, Introductions, and Identification of Any Potential or Perceived Conflicts of Interest.* (8:30 AM)

The meeting was called to order at 8:31 a.m. by Ms. Louenda Downs, Chair. Chair Downs opened the meeting and asked for identification of any potential or perceived conflicts of interest. Hearing none, the chair continued through the agenda.

2. ACTION ITEMS: Approval of Minutes (8:05 AM)

Chair Downs

a. May 19, 2022 Academic Policy Committee Meeting

b. September 20, 2022 Academic Policy Committee Meeting

- a. The committee reviewed the minutes from the May 19, 2022 and September 20, 2022 Academic Policy Committee meetings.

ACTION: Upon a motion by Ms. Bergeson to approve the meeting minutes from May 19, 2022 and September 20, 2022, with a second by Ms. Potokar, the motion passed unanimously.

*When a board member has a potential or perceived conflict of interest, they should alert the chair at the beginning of the meeting that they will need a moment to recuse themselves from board business and identify the point in the agenda when they would need to be excused. The board member will be excused at the appropriate time while the board proceeds with the action. The board member will be alerted when they may rejoin the proceedings.

3. ACTION ITEMS: Program Name Changes (8:20 AM)

Chair Downs

a. Building Design & Construction to Architectural Design

- a. The committee discussed a request by the Building Design & Construction department to table the Building Design & Construction to Architectural Design name change request. The department hopes to propose a change to their minor and a BIS emphasis in the future and requested that the changes be brought forward together.

ACTION: Upon a motion by Ms. Bergeson to approve the proposed agenda change with a second by Ms. Potokar, the motion passed unanimously.

b. Bachelors of Integrated Studies to BA/BS of Interdisciplinary Studies

- a. Provost Krovi reviewed the proposed Bachelors of Integrated Studies to BA/BS of Interdisciplinary Studies program name change, explaining its potential benefit to student retention. Provost Krovi also shared that the name change will allow a more recognizable—and therefore more employable—degree as a Bachelor of Arts/Science degree is more well-known than a Bachelor of Integrated Studies.

Trustees also discussed how other interdisciplinary and stackable credential programs would connect with this type of degree. The committee also discussed the potential experiences of students seeking to transfer classes from other universities or from technical schools.

ACTION: Upon a motion by Ms. Potokar to approve the Bachelors of Integrated Studies to BA/BS of Interdisciplinary Studies name change, with a second by Ms. Bergeson, the motion passed unanimously.

4. Other Items (8:40 AM)

Chair Downs

- a. Provost Krovi spoke about the question raised in the September 2022 meeting about WSU's response to the learning losses of K-12 students due to the COVID pandemic. Provost Krovi described WSU's current approach to assist academically unprepared students, giving examples of the developmental course sequences in Math and English. He spoke about the benefits of co-requisite classes as an alternative that results in better academic momentum towards completion and graduation. Trustees will continue this conversation in the November Academic Policy Committee meeting.

Trustees also discussed the [Institute for Leadership Advancement](#) developed by Provost Krovi at the University of Akron. The Institute offers co-curricular experiences in leadership development, communication, collaboration and cross cultural awareness through community based initiatives and projects. Provost Krovi spoke about how this impacted student engagement and the funding model through fundraising with donors and corporate gifts. He also described the gamification of the program, which was based upon accumulating points and recognition for participation during graduation. Provost Krovi also described the development of brand ambassador student opportunities through a Dean's Team to recruit students from high schools. Trustee Potokar pointed out the

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similarities between this program and the LEAD designation that is being piloted at WSU, and with the [Wildcat Advantage](#) program.

Trustees discussed how to develop or grow similar projects at WSU, including how to involve the local community.

5. Adjourn (9:30 AM)

With all agenda items completed and business finished, the meeting adjourned at 9:21 a.m.

DRAFT

*When a board member has a potential or perceived conflict of interest, they should alert the chair at the beginning of the meeting that they will need a moment to recuse themselves from board business and identify the point in the agenda when they would need to be excused. The board member will be excused at the appropriate time while the board proceeds with the action. The board member will be alerted when they may rejoin the proceedings.

November 17, 2022

Utah System of Higher Education New Academic Degree Program Approval Process

Overview

The USHE New Academic Degree Program Approval Process infographic was included on the October 19, 2022 Utah Board of Higher Education [Academic Education Committee](#) agenda. It gives an overview of the approval process followed by programs that fall both within and outside of institutional mission and region.

Recommendation:

This item is presented for informational purposes and does not require Trustee action.



New Academic Degree Program Approval Process

*Time: varies by institution
from 2-12 months*

Institution: 1) drafts new program proposal; 2) submits new program through institutional review processes (i.e., curriculum committees); 3) submits proposal to the Office of the Commissioner of Higher Education.

Time: 1-2 days

Commissioner's staff reviews proposal to determine whether it falls within institutional mission.

Within institutional mission/region

Commissioner's staff 1) works with institution, as needed, to clarify questions and issues and 2) organizes peer institutions' feedback.

Chief Academic Officers of other USHE institutions provide peer-review of the proposal.

Commissioner's staff prepares Peer Review and Commissioner's Office Report; conveys report to the institution's Secretary of the Board of Trustees, President, and Chief Academic Officer.

Institution's Board of Trustees takes action on the proposal using criteria provided by the Utah Board of Higher Education. Board of Trustees may approve, defer, or not approve a proposal.

If Board of Trustees approves, the institution: 1) submits the proposal to the Northwest Commission on Colleges and Universities for accreditation review and 2) notifies Commissioner's office of the Board of Trustees approval date.

Outside institutional mission/region

Commissioner's staff: 1) works with institution, as needed, to clarify questions and issues; 2) performs an in-depth workforce development, economic impact, and academic analysis to determine whether an out-of-mission approval would serve the workforce needs of the state; and 3) organizes peer institutions' feedback and consideration of whether partnership with existing programs would be preferable to an out-of-mission/out-of-region program.

Chief Academic Officers of other USHE institutions provide peer-review of the proposal. Council of Presidents has the opportunity to review the program.

Commissioner's staff prepares Peer Review and Commissioner's Office Report and conveys it to the institution's Secretary of the Board of Trustees, President, and Chief Academic Officer.

Institution's Board of Trustees takes action on the proposal based on feedback from peer review and the Commissioner's Office; may vote to defer, disapprove the proposal, or forward the proposal to the Board of Higher Education.

The Board of Higher Education's Academic Education Committee (AEC) considers the proposal and provides a recommendation to the Board of Higher Education.

Board of Higher Education takes action on the proposal; the Board may approve, defer, or not approve a proposal.

If Board of Higher Education approves, institution submits proposal to Northwest Commission on Colleges and Universities for accreditation review.

*Time:
one
month*

*Time
3-9
months*



Board of Trustees Business Committee Meeting

November 17, 2022 | 8:30 a.m. to 9:30 a.m.

Stewart Library, Room 211

<https://weber.zoom.us/j/99470958955?pwd=dGZRU0xndTQ0bjExMUltZzh0RkZrQT09>

Meeting ID: 994 7095 8955 Passcode: 197221

AGENDA

1. **Call to Order and Identification of Any Potential (8:30 a.m.)
or Perceived Conflicts of Interest¹** *Trustee Don Salazar*
2. **ACTION: Approval of Minutes (8:30 a.m.)** *Trustee Don Salazar*
 - a. **October 18, 2022 Board Meeting**
3. **ACTION: BUSINESS COMMITTEE (8:30 a.m.)**
 - a. **Financial Report (September) (8:30 a.m.)** *Mr. Steve Nabor*
 - b. **WSU Auxiliary Enterprises Annual Report (8:45 a.m.)** *Vice President Tarbox*
 - c. **WSU Housing Services Proposed Rates (9:00 a.m.)** *Dr. Daniel Kilcrease*
4. **INFORMATION: (9:10 a.m.)** *Trustee Don Salazar*
 - a. **Women in Sports Endowment (9:10 a.m.)** *Mr. Tim Crompton*
Ms. Kayla Morgan
5. **ACTION: Consent Items (9:20 a.m.)** *Trustee Don Salazar*
 - a. **Monthly Investment Report (September)**
 - b. **Personnel Report (October)**
 - c. **Early Retirement**
6. **Adjourn (9:30 a.m.)**

¹ When a board member has a potential or perceived conflict of interest, they should alert the chair at the beginning of the meeting that they will need a moment to recuse themselves from board business and identify the point in the agenda when they would need to be excused. The board member will be excused at the appropriate time while the board proceeds with the action. The board member will be alerted when they may rejoin the proceedings.

FINANCIAL REPORT

September 2022

This report includes three months of activity since the close of the 2021-2022 fiscal year. It is developed using cash-basis conventions and will be updated regularly as additional months are completed and accounted for during the 2022-2023 fiscal year.

It is recommended that the financial report be approved.

MEMFINRPTSEPT2022

Weber State University
Cash Basis Summary of Operations
For the Month Ended September 30, 2022
25 Percent of the Year Completed

UNAUDITED FOR
DISCUSSION ONLY

	Trustees Approved Budget 100%	Percent Of Budget Expended	Current Month Expenditures	Year To Date Expenditures	Prior Year To Date Expenditures	Percent Increase (Decrease)	Total Expenditures Prior Year
State Appropriated Funds							
Education and General (Excluding Athletics)	\$ 201,547,768	20.76 %	\$13,386,519	\$41,833,073	\$40,011,487	4.55 %	\$182,557,884
Athletics	5,741,195	20.39 %	370,482	1,170,904	1,274,759	(8.15) %	5,237,367
Educationally Disadvantaged	458,680	21.51 %	30,960	98,642	117,280	(15.89) %	453,717
Total State Appropriated Funds	207,747,644	20.75 %	13,787,961	43,102,619	41,403,526	4.10 %	188,248,968
Net Funds Available for Expenditure	\$207,747,644	20.75 %					
Other Unrestricted Funds							
Institutional Discretionary			58,562	389,174	418,193	(6.94) %	990,573
Continuing Education Programs			876,613	2,757,252	2,314,094	19.15 %	9,153,782
Shop Funds			465,498	1,375,275	2,425,424	(43.30) %	7,782,845
Service Enterprises			336,889	1,306,981	1,168,277	11.87 %	4,289,240
Auxiliary Enterprises			1,460,538	4,369,428	4,218,426	3.58 %	17,950,202
Athletics			839,388	3,345,255	2,820,495	18.61 %	6,753,509
Self Supporting/Miscellaneous			501,032	2,671,382	1,503,724	77.65 %	7,999,402
Total Other Unrestricted Funds			4,538,520	16,214,747	14,868,633	9.05 %	54,919,553
Restricted Funds							
Grants and Contracts			2,466,987	15,275,487	29,898,945	(48.91) %	80,993,385
Gifts			1,033,176	3,579,076	3,215,516	11.31 %	12,701,474
Total Restricted Funds			3,500,163	18,854,563	33,114,461	(43.06) %	93,694,859
Other Funds							
Agency Funds			2,692,002	11,842,255	10,815,876	9.49 %	28,819,333
Associated Students			593,819	1,672,799	1,821,919	(8.18) %	7,365,656
Plant Funds			4,071,040	13,647,421	7,262,158	87.93 %	31,037,110
Total Other Funds			7,356,861	27,162,475	19,899,953	36.50 %	67,222,099
Total All Funds			\$29,183,505	\$105,334,404	\$109,286,573	(3.62) %	\$404,085,479

Weber State University
Cash Basis - Summary of Operations
Report Heading Descriptions

Report Heading	Heading Description
State Appropriated Funds: Education & General, Athletics, Educationally Disadvantaged	Funds appropriated by the State of Utah. The primary funding sources are state tax dollars and tuition. Examples of accounts include: instruction (e.g., English, Economics, Botany), administrative (e.g., President's Office, Payroll, Purchasing), facilities (e.g., utilities, landscaping, custodial)
Other Unrestricted Funds:	Funds received for which there are no stipulations by external agencies or donors as to the purposes for which they should be expended. These funds do have institutional restrictions.
Institutional Discretionary	The primary funding source is investment earnings. Various items and projects are financed with discretionary funds. Examples include: land purchases, equipment purchases, urgent institutional needs.
Continuing Education Programs	Accounts that are primarily non-credit producing programs. Examples of accounts include: personal enrichment, professional development, conferences.
Shop Funds	Primarily accounts that support academic activities. Sources of revenues are generally sales/services to students. Examples of accounts include: Science Stores, Student Testing Center, lab fees.
Service Enterprises	University departments whose sales/services are provided primarily to other University departments. Examples of accounts include: Mail Services, Vehicle Fleet, Printing Services.
Auxiliary Enterprises	University departments whose sales/services are provided primarily to the campus community. Examples of accounts include: Union Building, Student Housing, Bookstore.
Athletics	This group of accounts is comprised of all the individual sport accounts. Examples of accounts include: basketball, volleyball, football.
Self-Supporting	Academic programs that can produce credit hours but are not funded by State appropriated monies. Examples of accounts include: Military Science, Paramedics, Science Education Institute.
Miscellaneous	Miscellaneous accounts not captured in the other groups. Examples of accounts include: unrestricted gifts, endowment income accounts, capital campaign.
Restricted Funds:	Funds received which are limited by external agencies or donors as to the purpose for which they may be expended.
Grants & Contracts	External grants and contracts. Examples of accounts include: Student Upward Bound, Pell student financial aid, Toyota Automotive Training.
Gifts	External funds received from donors that are restricted for specific purposes. Examples of accounts include: scholarships, facilities, academic programs.
Other Funds:	Remaining accounts of the University
Agency Funds	Funds held by the University as custodian or fiscal agent. Examples of accounts include: sales tax collections, Stafford student loans, scholarship trust funds.
WSU Student Association	Programs supported with student fees and other miscellaneous sales. Examples of accounts include: student government, intramurals, Signpost.
Facilities	Funds received for the construction and improvement of facilities and major equipment acquisitions. Examples of accounts include: stadium remodel, Visual Arts Building, Davis Campus

**WEBER STATE UNIVERSITY AUXILIARY ENTERPRISES
ANNUAL REPORT FOR THE YEAR ENDED 6/30/22**

Utah Board of Higher Education Policy R550, Auxiliary Enterprises Operation and Accountability, defines and governs the operation of auxiliaries at each USHE institution. The auxiliaries at Weber State University are: Bookstore, Student Center, Food Services, Housing, and Student Health Services. Policy R550 defines the accounting and reporting requirements for such auxiliaries and outlines an audit and review process that involves an institution's internal auditors and the USHE's Associate Commissioner for Finance and Facilities. Boards of Trustees are also asked to review, approve and forward annual auxiliary reports to the Utah Board of Higher Education.

WSU's 2021-2022 Auxiliary Report is included here. Trustee approval is sought for this report.

WSUAUXENTERPRISESANNUALRPT2021-2022

Working Together To Create A Quality Environment Where Students Are Served

Utah System of Higher Education

FORM S-8: AUXILIARY ENTERPRISE OPERATIONS

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 17, 2022

Submission Date: October 14, 2022

Auxiliary Enterprise Category:

INSTITUTION TOTAL

2022

	Actual 2021-22	Budget 2022-23
I. BEGINNING AUXILIARY BALANCE	7,565,685.74	6,878,050.13
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	16,768,665.73	18,537,563.01
B. Expenditures	15,411,795.81	18,565,822.96
C. Net Operating Income	1,356,869.92	(28,259.95)
D. Transfers	-	-
1. Mandatory	1,658,815.46	-
2. Net Non-Mandatory	385,690.07	-
E. Net Change in Fund Balance	(687,635.61)	(28,259.95)
III. ENDING AUXILIARY BALANCE	6,878,050.13	6,849,790.18
IV. BEGINNING BOND SYSTEM RESERVES	-	-
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees	-	-
2. Auxiliary Mandatory Transfers	-	-
3. Other	-	-
4. Total Revenues	-	-
B. Debt Service Payments	-	-
C. Transfers Out	-	-
D. Net Change in Bond System Reserves	-	-
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants	-	-
B. Held for Retirement of Bonds	-	-
C. Available for Other Purposes	-	-

Utah System of Higher Education

FORM S-8: AUXILIARY ENTERPRISE OPERATIONS

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 17, 2022

Submission Date: October 14, 2022

Auxiliary Enterprise Category: Wildcat Store - Bookstore

2022

	Actual 2021-22	Budget 2022-23
I. BEGINNING AUXILIARY BALANCE	2,070,110	2,584,905
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	7,933,213	9,185,000
B. Expenditures	8,532,023	9,213,260
C. Net Operating Income	(598,811)	(28,260)
D. Transfers		
1. Mandatory		
2. Net Non-Mandatory	(1,113,606)	
E. Net Change in Fund Balance	514,796	(28,260)
III. ENDING AUXILIARY BALANCE	2,584,905	2,556,645
IV. BEGINNING BOND SYSTEM RESERVES		
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees		
2. Auxiliary Mandatory Transfers		
3. Other		
4. Total Revenues	-	-
B. Debt Service Payments		
C. Transfers Out		
D. Net Change in Bond System Reserves	-	-
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants		
B. Held for Retirement of Bonds		
C. Available for Other Purposes		
VII. NOTES AND COMMENTS		
A: Net Non-Mandatory Transfers were used for:		
B: Transfers of Bond Reserves were used for:		

Weber State University Campus Store
Auxiliary Report for the Fiscal Year ending June 30, 2022

The impact of the global COVID-19 pandemic over the past three years has brought college stores across the country to a crossroads. It has dynamically altered the retail landscape and changed how academic course materials are obtained and delivered. Consequently, campus stores that fail to embrace change and adversity will not produce the creative, managerial vigilance needed to remain relevant and profitable. Conversely, stores that embrace the market adjustments and economic disruption will see new opportunities that will strengthen their relevancy, success, and service to their campus community.

FINANCIAL PERFORMANCE

While the projected impact of the pandemic was still unknown during the budgeting cycle for FY21-22, we projected a more stable operating environment than experienced in the prior two fiscal years. The health concerns surrounding COVID-19 subsided through the fiscal year, however, supply chain disruptions continued. The Weber State University Campus Store (campus store) leadership team continued to operate in a very conservative manner to effectively manage expenses through this financial period. The store finished the fiscal year with a \$598,811 net operating loss. As provided in the federal Higher Education Emergency Relief Fund (HEERF), the University deployed HEERF funding to replace lost revenue created by the COVID-19 pandemic. This transfer from HEERF funding created a net increase in fund balance that totaled \$514,796.

STRATEGIC PLANNING

The following **operational objectives** will guide management discussions moving forward:

- **The campus store will lead, promote, innovate, and embrace “student affordability” and “student success.** These initiatives blend with the institutional priorities of “Affordability” and “Student Success”. Integrating “digital content” into our instructional options will be one of our primary priorities. The

continued success of our “Day One Access” program through the fiscal year, and especially during the pandemic, has been integral in the University’s delivery of regular face-to-face, hybrid and totally on-line courses. Enhancing dynamic sourcing, rental options, e-books and buyback options are also high priorities in our efforts to ensure course materials are affordable to our students.

- **The campus store is also deploying a pilot program aimed at “student equitable access” for course materials.** Piloting an “equitable access” model attempts to level the cost of course materials for all students and in the long-term lower the cost of course materials. Managing course materials as an academic support function versus a profit-making operation can achieve these objectives.
- The campus store will continue to focus on the **on-going financial evaluation of our locations and lines of business and develop strategies for revenue enhancement.** Cost containment is also important. We must be mindful to be fiscally responsible in all dimensions of our operations.
- The campus store will continue to evaluate **developing profitable non-typical revenue streams** that will provide a more diversified revenue foundation for the future, as well as, being responsive to emerging institutional needs.
- The campus store will **fine-tune the implementation of our new Point-of-Sale system, Oracle NetSuite.** This is an all-in-one cloud business management solution that will help our organization to operate more effectively by automating core processes and providing real-time visibility into operational and financial performance. This will accelerate our growth, drive innovation, be competitive, and enhance relevancy of our operations.

Utah System of Higher Education

FORM S-8: AUXILIARY ENTERPRISE OPERATIONS

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 17, 2022

Submission Date: October 14, 2022

Auxiliary Enterprise Category: Shepherd Union

2022

	Actual 2021-22	Budget 2022-23
I. BEGINNING AUXILIARY BALANCE	1,983,931	1,381,580
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	2,417,167	3,111,789
B. Expenditures	2,430,449	3,111,789
C. Net Operating Income	(13,283)	-
D. Transfers		
1. Mandatory		
2. Net Non-Mandatory	589,068	
E. Net Change in Fund Balance	(602,350)	-
III. ENDING AUXILIARY BALANCE	1,381,580	1,381,580
IV. BEGINNING BOND SYSTEM RESERVES		
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees		
2. Auxiliary Mandatory Transfers		
3. Other		
4. Total Revenues	-	-
B. Debt Service Payments		
C. Transfers Out		
D. Net Change in Bond System Reserves	-	-
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants		
B. Held for Retirement of Bonds		
C. Available for Other Purposes		
VII. NOTES AND COMMENTS		
A: Net Non-Mandatory Transfers were used for:		
B: Transfers of Bond Reserves were used for:		

Weber State University
Auxiliary Report
Fiscal Year ending June 30, 2022
Shepherd Union

Fiscal Performance

The Shepherd Union's financial performance for the past fiscal year saw the Union save a lot in expenses budgeted to offset the revenue shortfall and end the year with a negative net change in the Union's fund balance. Almost all areas of the Union contributed to the expenditure savings to minimize the impact of the lack of revenues from the summer conferences in 2021.

The Net Operating Income for 2021-2022 was (\$13,283). Additionally, the Union was allocated \$490,932 in HEERF lost revenue funds and \$1,080,000 was transferred out of the beginning cash balance for other University projects. Thus, the Union had an ending auxiliary fund balance of \$1,381,580.

Overview & Summary of Services

Shepherd Union's priorities are solid customer service and meeting our students' needs. We continue to seek ways to improve our services, provide excellent customer service and produce an environment that meets the needs of the entire University community. We measure our performance through various methods, including surveys, advisory boards, and the annual administration of the EBI Survey of College Unions.

Management Status

We had not changed the management team last year.

Facilities Status

- Upgrade dining furniture.
- Upgrade the loading dock elevator.
- Partial painting of the building.
- Replacement of Freezers.
- Acquisition of additional kitchen equipment.
- Acquisition of system for building automation.
- Upgrade of the ID Card.

The Shepherd Union received some much-needed upgrades and maintenance this past year. Part of the furniture is beginning to look dated, so some resources went into replacing the furniture to upgrade the dining area and the loading dock elevator. The replacement of heaters and freezers

was necessary, as well as the acquisition of additional kitchen equipment and a system related to building automation, and an upgrade of the ID card system. All the investments made in the Shepherd Union Building were carefully prioritized to provide the best possible experience for our students, faculty, and staff. The building has been going on for 15-plus years, and much of the furniture needs updating.

Strategic Initiatives

- Installation of a new fireplace in the Fireplace Lounge
- Upgrade the elevator
- Upgrade some kitchen freezers
- Upgrade the furniture (CCEL & 3rd Floor areas)
- Replace the meeting room chairs
- Upgrade bulletin boards
- Art Installation

Future Forecasting

The Union building will continue to see some changes to update its interior. Some of the lounges and spaces will be evaluated for effectiveness and overall usage so we can make decisions about the area's future use. The Union will continue to look for opportunities to improve spaces for our students, such as upgrading the conference room furniture, replacing the fireplace in the fireplace lounge, upgrading furniture, and upgrading some kitchen freezers. Also, we will purchase new bulletin boards, upgrade some elevators, and install some artwork. The Union building will continue looking for new sources of revenue.

Utah System of Higher Education

FORM S-8: AUXILIARY ENTERPRISE OPERATIONS

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 17, 2022

Submission Date: October 14, 2022

Auxiliary Enterprise Category: Housing

2022

	Actual 2021-22	Budget 2022-23
I. BEGINNING AUXILIARY BALANCE	2,186,189	1,595,955
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	5,405,934	5,192,854
B. Expenditures	3,507,352	5,192,854
C. Net Operating Income	1,898,582	-
D. Transfers		
1. Mandatory	1,658,815	
2. Net Non-Mandatory	830,000	
E. Net Change in Fund Balance	(590,234)	-
III. ENDING AUXILIARY BALANCE	1,595,955	1,595,955
IV. BEGINNING BOND SYSTEM RESERVES		
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees		
2. Auxiliary Mandatory Transfers		
3. Other		
4. Total Revenues	-	-
B. Debt Service Payments		
C. Transfers Out		
D. Net Change in Bond System Reserves	-	-
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants		
B. Held for Retirement of Bonds		
C. Available for Other Purposes		
VII. NOTES AND COMMENTS		
A: Net Non-Mandatory Transfers were used for:		
B: Transfers of Bond Reserves were used for:		

Weber State University
Auxiliary Report
Fiscal Year Ending June 30, 2022
Housing & Residence Life

Financial Performance:

Fall 2021 occupancy was 848. This was 335 more than the previous year. University Village (UV) was 90% full and Wildcat Village (WV) was 78% full.

The Net Result from Operations for 2021-2022 (after bond payments) was \$239,766. Also, \$830,000 was transferred out from the beginning cash balance by the administration to fund other University projects. Housing Operations had an ending auxiliary balance of \$1,595,955.

Overview and Summary of Services:

Housing operations and occupancy have shown signs of rebounding with the lessening of COVID-19 restrictions. The housing staff was able to maintain engagement and support efforts and successfully logged 6,951 student interactions. These interactions and programs were based on one of four foundational concepts: live, learn, grow, and graduate.

Housing demographics remained fairly consistent with the previous year. Some of the highlights were that 58% of our students were freshmen, 58% were female, 61% were white, 5% were African American, 12% were Hispanic, 9% were international, and 49% were in-state residents.

Strategic Initiatives:

The University is undergoing a strategic plan related to increasing enrollment. Beginning in Fall 2018, the Weber Edge program was discontinued for new students. Weber Edge charged out-of-state students the in-state tuition rate and required them to live on campus. The new initiatives will give in-state and out-of-state students \$1,000 off tuition if they live on campus. The Ruffalo consulting group believes this, and other initiatives, will increase enrollment and student housing occupancy.

Management Status:

Based on internal review and recommendation, management of the Housing portfolio was transferred back to Weber State University effective May 1, 2019. The department has continued to resolve administrative transitional issues and integration with campus systems during the 2019 – 2022 academic years. Progress on some strategic initiatives was interrupted by the impacts of COVID-19. We completed several important initiatives toward the integration. Examples include: completing the integration of Advocate as a shared resource to manage student conduct and behavioral issues, additional revision and legal review of the Housing Licensing Agreement, updates to the departmental web page, completing the RFP to replace the legacy housing management software program, and completing the initial implementation of the new Symplcity Residence software.

Facility Status:

University Village (UV) completed its 20th year at the end of the spring semester. Preventative maintenance and general upkeep have been maintained; however, UV has several areas of

concern related to the aging facilities. Individual air conditioning units and water heaters are nearing the end of their life expectancy. Plumbing systems are experiencing increasing failures resulting in instances of flooding and water damage. Student room and common area furniture are demonstrating wear and tear and replacement schedules are in place. Reduced occupancy and absence of summer conference groups provided the opportunity to complete the replacement of carpet and vinyl in the remaining UV apartments in the previous year. Additional carpet replacement in the Community Center is planned for FY23. Housing maintains a 5-7 year capital improvement plan and continues to address these aging concerns on an annual basis. General refresh and updating of the units will help ensure marketability.

Wildcat Village (WV) is a newer facility (11- 14 years old). WV will need more substantial capital improvement investments in the next 5-10 years in order to maintain the facilities for the expected lifecycle. The facilities have reached or are approaching recommended replacement lifecycle on items such as flooring and furniture. These needs are in addition to continued routine and minor improvement and maintenance projects. Housing has begun budgeting and future planning (5-7 year capital improvement plan) for WV.

Future Forecasting:

The lessening of COVID-19 restrictions is beginning to show positive benefits as more students return to face-to-face instruction and living on campus. Summer housing saw pre-pandemic numbers of housing applications. We made an additional building at University Village available for Summer 2022 student housing in order to accommodate the demand. We are also trending positive for Fall 2022. The Goddard School of Business declined to move forward with units for a business LLC at this time. In its place, we offered an eSports LLC in cooperation with WSU eSports. The eSports LLC had a positive launch and early indicators are that it will meet expectations for first-year numbers.

Other:

Partnerships continue with the following entities:

- Sodexo Dining Services
- Facilities Management

Utah System of Higher Education

FORM S-8: AUXILIARY ENTERPRISE OPERATIONS

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 17, 2022

Submission Date: October 14, 2022

Auxiliary Enterprise Category: Dining Services

2022

	Actual 2021-22	Budget 2022-23
I. BEGINNING AUXILIARY BALANCE	688,619	623,779
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	102,013	100,000
B. Expenditures	93,936	100,000
C. Net Operating Income	8,077	-
D. Transfers		
1. Mandatory		
2. Net Non-Mandatory	72,917	
E. Net Change in Fund Balance	(64,840)	-
III. ENDING AUXILIARY BALANCE	623,779	623,779
IV. BEGINNING BOND SYSTEM RESERVES		
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees		
2. Auxiliary Mandatory Transfers		
3. Other		
4. Total Revenues	-	-
B. Debt Service Payments		
C. Transfers Out		
D. Net Change in Bond System Reserves	-	-
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants		
B. Held for Retirement of Bonds		
C. Available for Other Purposes		
VII. NOTES AND COMMENTS		
A: Net Non-Mandatory Transfers were used for:		
B: Transfers of Bond Reserves were used for:		

Weber State University
Auxiliary Report
Fiscal Year Ending June 31, 2022
University Dining Services

Fiscal Performance

Sodexo and the University have worked together to continue the solid partnership between the two entities as evidenced by the collaboration that occurred during a challenging set of circumstances brought about by a global pandemic and numbers of students both in housing and on campus that did not fully return to 2019 numbers. The university realized a net revenue of \$8,077 and retained a strong fund balance of \$623,779.

The fall semester started with a moderate increase in the number of meal plan participants: 396 students in Fall 2021 over the previous year's 247 students on meal plans. That represents a 37% increase in mandatory meal plan participants year over year. That number dropped to 362 in the Spring Semester. Overall sales increased by 66% year-over-year (+\$2,423,223) with the most significant increase occurring in retail services (+\$1,175,131 YOY). The revenues gain across the board can be attributed to the sales rebounding from a year that Weber Dining experienced prolonged pandemic-related closures and extremely low traffic during open months.

Quality of Services

Dining Services at Weber State continues to be consistently high quality and is value oriented. This is reflected in the results of several assessment programs, surveys, and focus groups conducted by Sodexo and the University. A Food Advisory Committee meets monthly to discuss comments by clientele and look at ways to improve service and food selections. In fall of 2021, Weber Dining scored 4.2 (out of 5) in overall satisfaction which ranked us in the top 25 Sodexo University accounts in the region. We followed up those results with a respectable 3.8 for the spring semester of 2022.

Our Director of Dining Services regularly participates in Student Affairs led committees contributing to the areas of Sustainability and Student Wellness.

In addition, Dining Services has continued to provide a range of services from catering and conference services, which numbered 964 events with 92,284 guests served and brought in \$1,044,809 in revenues (up \$843,342 from the previous year), to operating Convenience stores in the Union and Stewart Wasatch Hall, five retail operations within the Union, and one retail operation in Tracy Hall. 179,617 Retail transactions for FY22 totaled \$1,796,801 in revenues which was up 94,821 transactions and \$1,175,131 over the prior year. The resident dining meal plans had 20,237 meal swipes used at The Den, 13,845 equivalency meals used at various retail locations and 7,660 meal swipes used at It's A Wrap. Starbucks sales totaled \$279,476 with 40,248 transactions in FY22 compared to \$106,568 in FY21. The summer conference sales in FY22 were 100% up YOY since all summer conferences in FY21 were cancelled for total sales of \$226,053.

Management Status

The Weber Dining team was led by General Manager, Jessica Alford who celebrated 12 years at Weber State in May 2022. Jason Sample managed the catering department into his fourth year at Weber State. Like a lot of the industry, Weber Dining fell victim to the mass exodus of employees from the service industry. Juston Williams left his position as the Executive Chef in March 2022 for a job in marketing. Tyson Skeen left Weber State in September of 2021 to work outside the industry and Melissa Burke who worked for almost 5 years as a retail supervisor was promoted to Retail Manager. Robert Steedley left his post as Marketing Manager in January of 2022 and his position was not filled for the remainder of the fiscal year.

Strategic Initiatives

In response to the changes in customer counts and lower student housing numbers, Weber Dining maintained the adjustments to dining locations made in 2020. Stone Pizza Co. and Noodle remained offline in order to use the space for Resident Dining. The retail dining locations that continued to operate were Einstein Bros Bagels, 626 Marketplace (Convenience Store), Tres Habaneros, Waldo's Cheesie Grill, Union Sushi, Starbucks, and the Wildcat Room opened back up after being closed for the year.

We continued to allow students on meal plans to use their "meal swipes" on meal bundles at restaurants for breakfast and lunch, including The Wildcat Room. For example, students could use a meal swipe instead of dining dollars to purchase a bagel sandwich, piece of fruit and a drink at Einstein Brothers Bagel.

We presented Weber State with a proposal to renovate The Wildcat Room and adjoining spaces to create a thoughtfully designed Resident Dining hall, giving students more station options, more seating and a more intentionally created space. The new location would also serve summer conferences in a more efficient and polished way. The proposal included contract extension options and financial incentives. Weber State has chosen to put a pause on the process.

Weber Dining was audited for contract compliance in the early summer of 2022. A few non-critical areas for correction were identified and are being addressed with contract amendments and action plans.

Future Forecasting

Supply chains continue to be impacted and the labor market continues to struggle. Inflation has hit hard and continues to increase and that will have an impact on costs and pricing moving forward. Weber Dining is expecting to spend more on hourly labor in a very shallow and competitive labor pool.

We plan to continue to have RGB pop-up shops throughout the year. The Catering and Retail departments are expecting to return to pre-pandemic revenue levels should we continue to see improvements in COVID-19 treatments and protocols. We expect resident student numbers to be strong and move us back towards 2019 numbers.

Utah System of Higher Education

FORM S-8: AUXILIARY ENTERPRISE OPERATIONS

Institution: Weber State University

Prepared by: Melynde Christensen

Due Date: October 17, 2022

Submission Date: October 14, 2022

Auxiliary Enterprise Category: Student Health Services

2022

	Actual 2021-22	Budget 2022-23
I. BEGINNING AUXILIARY BALANCE	636,838	691,830
II. SUMMARY OF AUXILIARY OPERATIONS		
A. Revenues	910,339	947,921
B. Expenditures	848,035	947,921
C. Net Operating Income	62,305	-
D. Transfers		
1. Mandatory		
2. Net Non-Mandatory	7,312	
E. Net Change in Fund Balance	54,992	-
III. ENDING AUXILIARY BALANCE	691,830	691,830
IV. BEGINNING BOND SYSTEM RESERVES		
V. SUMMARY OF BOND SYSTEM RESERVE CHANGES		
A. Revenues		
1. Student Building Fees		
2. Auxiliary Mandatory Transfers		
3. Other		
4. Total Revenues	-	-
B. Debt Service Payments		
C. Transfers Out		
D. Net Change in Bond System Reserves	-	-
VI. ENDING BOND SYSTEM RESERVES		
A. Reserve Minimum per Covenants		
B. Held for Retirement of Bonds		
C. Available for Other Purposes		
VII. NOTES AND COMMENTS		
A: Net Non-Mandatory Transfers were used for:		
B: Transfers of Bond Reserves were used for:		

Weber State University
Auxiliary Report
Fiscal Year Ending June 30, 2022
Student Health Center

Financial Performance:

For fiscal year 2022, the Student Health Center (SHC) received an allocation of \$898,858.50 from student fees and generated \$11,480.74 from services and prescription sales. This represents a total of \$910,339.24 in revenue. The expenses for the year totaled \$848,034.56. The net result of operations was \$62,305. The SHC fund balance is \$691,830.21. Student fee funding remains the primary source of revenue for SHC.

Overview and Summary of Services:

SHC offers high-quality services provided by experienced healthcare staff who attend to students' needs in holistic ways. Medical providers are available at the Ogden campus to assess and treat a variety of common illnesses and injuries, assisting students in recovering and maintaining health. Such care allows students to focus on their academic performance and persist to graduation.

SHC offers some laboratory testing when required to confirm a diagnosis or more thoroughly understand a students' medical concern. We house a waived lab as defined by the Clinical Laboratory Improvement Amendments (CLIA), which allows our Medical Assistants to perform the most frequently utilized lab tests. When necessary, samples are sent to the Intermountain Health Care (IHC) Central Lab for further evaluation.

Students who require prescription or over-the-counter medications to aid in their recovery or treatment can obtain them at the on-site Student Pharmacy. The pharmacy has prioritized the availability of affordable medications for students, including some psychiatric medications prescribed at the Counseling and Psychological Services Center.

Strategic Initiatives:

Key strategic initiatives for SHC remain centered around refinement of our appointment-based service delivery model, incorporating online scheduling, and enhanced data collection to include expanded demographic and medical history information.

The appointment-based service delivery utilized at SHC is working well, maximizing efficiency, allowing for greater predictability in patient flow, and accommodating our staffing limitations.

Limitations in technological collaboration have delayed the rollout of online appointment scheduling and the expansion of data collection. Specifications have been clearly identified by

SHC leadership and shared with appropriate representatives in information technology departments at the university and program developer levels. This SHC initiative has not been prioritized at either level, yielding unfortunate delays. We expect both of these projects to be completed during the 2022-23 fiscal year, and we look forward to utilizing the resultant data to inform programming efforts.

Management Status:

Dr. Benjamin Heaton serves as the Medical Director of SHC. He provides direct services, supervises the medical operations of SHC, and holds some administrative responsibility. Dr. Dianna Abel, Executive Director of Student Wellbeing, supervises Dr. Heaton and maintains administrative oversight of SHC.

Facility Status:

While the SHC facility remains mostly adequate in total space, a remodel to redistribute the space more effectively would be ideal for long-term success. Such a remodel could streamline the phlebotomy and lab spaces, enlarge the pharmacy, repurpose the previous X-ray space, reconfigure provider offices, and increase the efficiency of the front desk space.

Future Forecasting:

The SHC is at an important juncture in the context of staffing, funding, and utilization. The recent retirement of the mid-level provider leaves the Medical Director as the sole healthcare provider. The recent departure of one Medical Assistant leaves only one individual in this support position. Student utilization has decreased steadily over the past several years, particularly during the COVID-19 pandemic. While utilization has bounced back to some extent, the long-term pattern of low utilization, coupled with high per-student cost of operation is concerning. As such, an exploration of potential alternative healthcare solutions for Weber State students has begun. We will strive to retain the highest quality care for students in the most cost-effective fashion.

**WEBER STATE UNIVERSITY HOUSING SERVICES
PROPOSED RATES FOR AUGUST 2023 THROUGH JULY 2024**

Weber State University proposes new student housing rates each year and seeks Board of Trustee approval in order for the rates to take effect. Facilities for which rates are being recommended include University Village and Wildcat Village.

The proposal is for a 2-3.5% increase to the housing rates and a 3.85% increase of dining rates.

MEMWSUHOUSINGRATES2023-2024

2023-2024 Proposed Room Rates

Residence Hall Revenues	2022-23 Current Aca. Yr.	Rate Increase	2023-24 Proposed Aca. Yr.	^\$ /Aca Yr.	Proposed 8 payments	Increase per payment		Fall Rate	Spring Rate
University Village	\$ 5,216	3.50%	\$ 5,399	\$ 183	\$ 675	\$ 22.82		\$2,699	\$2,834
University Village- Luxury	\$ 5,664	3.00%	\$ 5,834	\$ 170	\$ 729	\$ 21.24		\$2,917	\$3,063
RH1 and SWH Double	\$ 3,752	3.50%	\$ 3,883	\$ 131	\$ 485	\$ 16.42		\$1,942	\$2,039
SHW Single w/ shared bath	\$ 5,512	3.50%	\$ 5,705	\$ 193	\$ 713	\$ 24.12		\$2,852	\$2,995
RH3 Double	\$ 3,512	2.00%	\$ 3,582	\$ 70	\$ 448	\$ 8.78		\$1,791	\$1,881
RH3 Single	\$ 5,160	2.00%	\$ 5,263	\$ 103	\$ 658	\$ 12.90		\$2,632	\$2,763
Super Single	\$ 5,848	3.50%	\$ 6,053	\$ 205	\$ 757	\$ 25.59		\$3,026	\$3,178
Meal Plan	\$ 3,100	3.85%	\$ 3,220	\$ 120	\$ 403	\$ 15.04		\$1,610	\$1,610

Deposit is \$150 and application fee is \$50.

MONTHLY INVESTMENT REPORT

September 2022

Regent guidelines regarding institutional investing require each USHE institution to submit summarized Investment Reports to Trustees on a monthly basis. This is in addition to the Quarterly Investment Reports that are currently being brought to the Trustees. Attached is the WSU Monthly Investment Report covering activity for the month of September 2022. Approval of these reports is being sought from the Business Committee.

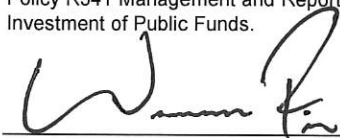
MEMMONTHLYINVRPTSEPT2022

Weber State University
Monthly Investment Activity Report
September 30, 2022

	Type	Purchase Date	Maturity Date	Interest Rate	Transaction Amount	Amount
Balance August 31, 2022						\$348,434,683
Purchases:						
Wells Fargo	Checking	30-Sep-22	1-Oct-22	1.1500%	11,569,633	
PTIF	PTIF	Various	Various	2.4449%	12,071,618	
Common Fund Income					854,043	
						<u>24,495,294</u>
Withdrawals:						
Wells Fargo	Checking	31-Aug-22	1-Sep-22	1.1500%	24,922,938	
Common Fund Fees						9,868
Total Withdrawals						<u>24,932,806</u>
Balance September 30, 2022						<u>\$347,997,171</u>

Weber State University Director of Financial Services Assertion:

To the best of my knowledge, Weber State University investments are in compliance with the State Money Management Act, the rules of the State Money Management Council, Regents Policy R541 Management and Reporting of Institutional Investments, and WSU Policy 5-14 Investment of Public Funds.



Wendell Rich
Weber State University Director of Financial Services

Weber State University
Monthly Investment Report
September 30, 2022

	Type	Purchase Date	Maturity Date	Interest Rate	Book Value	Fair Market Value
Wells Fargo	Checking	30-Sep-22	1-Oct-22	1.1500%	\$11,569,633	\$11,569,633
PTIF						
Endowment Pool	PTIF	Various	Various	2.4449%	10,721,964	10,721,964
Cash Pool	PTIF	Various	Various	2.4449%	132,041,383	132,041,383
Common Fund						
Global Private Equity	Alternatives	Various	Various		2,051,692	3,664,057
Global Private Equity II	Alternatives	Various	Various		1,774,056	3,001,543
Global Private Equity III	Alternatives	Various	Various		2,958,893	4,275,422
Global Private Equity IV	Alternatives	Various	Various		621,342	845,576
Strategic Solutions Global Equity	Equity	Various	Various		53,873,683	69,702,210
CF Real Estate Opp	Alternatives	Various	Various		2,148,858	2,886,808
Global Distressed Investors	Alternatives	Various	Various		56,266	18,628
High Quality Bond	Fixed	Various	Various		33,926,244	34,150,317
Natural Resources Partners X	Alternatives	Various	Various		995,545	1,381,712
Natural Resources Partners XI	Alternatives	Various	Various		1,232,202	1,735,091
Secondary Partners II	Alternatives	Various	Various		648,578	1,300,858
S&P 500 Index	Equity	Various	Various		2,334,013	2,324,238
Venture Partners XIII	Alternatives	Various	Various		3,504,076	5,230,992
S&P Global LargeMidCap Natural Resr	Alternatives	Various	Various		1,680,442	1,863,816
US Aggregate Bond	Fixed	Various	Various		1,147,657	1,011,378
State Street US Govt	Fixed	Various	Various		2,496,284	2,496,284
Venture Partners XII	Alternatives	Various	Various		2,075,717	4,181,754
Venture Partners XI	Alternatives	Various	Various		2,815,927	5,952,813
Venture Partners XIV	Alternatives	Various	Various		301,259	245,261
Ssga Environmental Sustainability	Alternatives	Various	Various		482,060	589,719
Secondary Partners III	Alternatives	Various	Various		2,361,517	3,632,027
SS Core Real Estate	Fixed	Various	Various		3,387,741	4,318,780
REIT Portfolio	Equity	Various	Various		927,785	949,669
Commonfund Real Estate Opportunity Fd II	Alternatives	Various	Various		1,362,354	1,465,622
Government Bonds						
Federal Home Loan - Step	Bond	15-Dec-21	15-Dec-26	1.0000%	5,000,000	4,508,767
Federal Home Loan - Step	Bond	17-Mar-22	17-Mar-27	2.0000%	5,000,000	4,735,607
Federal Home Loan - Step	Bond	30-Mar-22	30-Mar-27	1.3750%	5,000,000	4,602,600
Federal Home Loan - Step	Bond	10-Mar-22	10-Mar-25	1.2500%	5,000,000	4,798,825
Federal Home Loan	Bond	29-Jul-22	27-Jan-23	3.0000%	8,500,000	8,477,957
Fannie May	Bond	30-Aug-22	28-Aug-25	4.125%	5,000,000	4,934,557
Corporate Bonds						
Royal Bank of Canada	Bond	8-Oct-20	5-Oct-23	2.9530%	5,000,000	5,005,484
Canadian Imperial Bank	Bond	24-Mar-22	23-Jun-23	0.9500%	5,000,000	4,863,980
Morgan Stanley	Bond	30-Mar-22	24-Oct-23	4.1830%	5,000,000	5,000,107
Goldman Sachs	Bond	5-Apr-22	5-May-23	2.4500%	5,000,000	4,917,332
Citigroup	Bond	27-May-22	27-Jun-23	2.8500%	5,000,000	4,918,297
Bank of America	Bond	22-Aug-22	24-Oct-24	3.1010%	5,000,000	4,957,550
JPMorgan Chase	Bond	26-Aug-22	27-Sep-23	3.7500%	5,000,000	4,964,827
Total Investments					\$347,997,171	\$378,243,445

Weber State University Foundation
Monthly Investment Activity Report
September 30, 2022

	Purchase Date	Maturity Date	Interest Rate	Transaction Amount	Amount
Balance August 31, 2022					\$11,719,251
Revenues:					
Dividends				36,407	
Interest				45	
Realized Gains (Loss)				22,114	
Other Investment Income				0	
Total Revenue					<u>58,566</u>
Expenses:					
Investing Fees				0	
Annuity Payments				3,123	
Misc Expense				0	
Transfers to University				154,000	
Total Withdrawals					<u>157,123</u>
Balance September 30, 2022					\$11,620,694

Weber State University Director of Financial Services Assertion:

To the best of my knowledge, Weber State University investments are in compliance with the State Money Management Act, the rules of the State Money Management Council, Regents Policy R541 Management and Reporting of Institutional Investments, and WSU Policy 5-14 Investment of Public Funds.

Wendell Rich
Weber State University Director of Financial Services

Weber State University Foundation
Monthly Investment Report
September 30, 2022

	Type	Purchase Date	Maturity Date	Interest Rate	Book Value	Fair Market Value
Bank Accounts						
Key Bank	Checking	Various	Various		33,255	33,255
PTIF	PTIF	Various	Various	2.4448%	81,493	81,493
Common Fund						
Multi-Strategy Equity	Equity	Various	Various		803,552	2,119,886
Multi-Strategy Bond	Bond	Various	Various		1,292,730	1,204,852
Multi-Strategy Bond (Annuity)	Bond	Various	Various		398,454	363,333
Multi-Strategy Equity (Annuity)	Equity	Various	Various		241,300	491,463
Stock and Money Markets						
Amazon.com Inc	Stock				216,223	211,197
American Electric Power Co	Stock				64,226	63,541
Apple	Stock				180,198	580,440
AT&T Corp	Stock				394,448	217,521
Atlantica Sustainable Infrastructure PLC	Stock				153,186	113,090
Blackstone Inc	Stock				209,302	180,541
Citizens Financial Group Inc	Stock				173,418	130,568
Comcast Corp (NEW) Class A	Stock				184,172	108,521
Consumer Staples Select Sector SP	Stock				90,431	86,749
Crown Castle Intl Corp	Stock				182,249	144,550
Enbridge Inc	Stock				205,347	181,790
Enterprise Prod Ptnrs L.P.	Stock				256,747	233,044
Ford Motor Co New	Stock				182,663	144,480
GSK PLC ADR	Stock				201,195	131,846
Haleon PLC ADR	Stock				36,300	34,104
Home Depot	Stock				154,130	136,590
Intl Business Machines Corp	Stock				251,604	218,373
Ishares	Stock				1,524,830	1,309,396
JP Morgan Chase & Co	Stock				447,072	312,037
Lumen Technologies Inc	Stock				699,480	165,256
Lyondellbasell NV CL-A	Stock				170,988	147,323
Medtronic PLC SHS	Stock				154,548	140,586
Merck & Co	Stock				157,341	183,436
Metlife Incorporated	Stock				236,710	274,057
Microsoft	Stock				229,673	305,099
Morgan Stanley	Stock				162,978	158,020
Morgan Stanley Fund	Money Market			0.0200%	39,366	39,366
Novartis AG ADR	Stock				155,112	140,542
Organon & Co	Stock				10,400	8,541
Qualcomm Inc	Stock				349,400	250,816
Regions Financial Corp New	Stock				170,247	170,595
Royal Dutch Shell PLC	Stock				312,802	273,680
Teva Pharmaceuticals Adr	Stock				252,152	44,385
Verizon Communications	Stock				379,015	277,181
Viatic Inc	Stock				181,956	104,004
Total Investments					<u>\$11,620,694</u>	<u>\$11,515,547</u>

Weber State University
Monthly Investment Activity Report
Funds Separately Invested
September 30, 2022

	Type	Shares	Transaction Amount	Amount
Balance August 31, 2022				\$3,663,085

Gifts:

Sold:

0

Total Withdrawals


0

Balance September 30, 2022

\$3,663,085

Weber State University Director of Financial Services Assertion:

To the best of my knowledge, Weber State University investments are in compliance with the State Money Management Act, the rules of the State Money Management Council, Regents Policy R541 Management and Reporting of Institutional Investments, and WSU Policy 5-14 Investment of Public Funds.



Wendell Rich
Weber State University Director of Financial Services

Weber State University
Monthly Investment Report
Funds Separately Invested
September 30, 2022

	Type	Purchase Date	Maturity Date	Interest Rate	Book Value	Fair Market Value
Stock						
Berkshire Hathaway	Stock	1996			\$49,434	\$812,940
Life Insurance Policy					3,613,651	3,831,020
Total Investments					<u>\$3,663,085</u>	<u>\$4,643,960</u>

PERSONNEL REPORT

Attached is the Personnel Report for the month of October 2022.

MEMPERSONNELREPORTOCT2022

Working Together To Create A Quality Environment Where Students Are Served

Weber State University
Human Resources Agenda Report
from 10/1/2022 thru 10/31/2022

<u>Action</u>		<u>Comment</u>	<u>Position</u>	<u>Department</u>	<u>Date</u>
Exempt					
HIRE	Austin Christensen	Replaces Nicholas M Downs	Professional/Administrative	Athletics Admin and Support	17-Oct-2022
HIRE	Amanda Jones	Replaces Tashina Leigh Barber	Counselor	Center for Multicultural Excellence	17-Oct-2022
HIRE	Annilie Kinney	Replaces Julie Marie Doyle	Coordinator	Academic Support Centers - Programs	26-Oct-2022
HIRE	Taylor Mousley	New Position	Specialist/Exempt	Services Students with Disabilities	19-Oct-2022
Separation	Stephanie Abello		Advisor	Administrative Services	06-Oct-2022
Separation	Hannah Muetzelfeld		Psychologist	Psychology	07-Oct-2022
Separation	Melinda Tonks		Manager	School of Business and Economics	28-Oct-2022
Transfer e-par	Daniel Jensen		Manager	Associate Provost's Office	10-Oct-2022
Transfer e-par	Brad Thorne		Project Associate	Facilities Management	24-Oct-2022
ePAR Promotion	Stephen Cain		Specialist/Exempt	Infrastructure Services	01-Oct-2022
Non-Exempt					
HIRE	Vanessa Beasley	Replaces Cordell Maurece Gold	Technician	Manufacturing - Systems Engineering	24-Oct-2022
HIRE	Graeme Beatie	New Position	Analyst	Std Aff Strategic Initiatives	10-Oct-2022
HIRE	Beverly Figueroa	Replaces Kierah Kathleen McKinnie	Administrative Specialist II	Radiologic Sciences	17-Oct-2022
HIRE	Jennifer Greenlee	Replaces Blakely Brandee Page	Administrative Specialist III	Communication	10-Oct-2022
HIRE	Matthew Suekel	Replaces Tiffani Nicole Medina	Supervisor	Bookstore-Wildcat Stores	19-Oct-2022
Separation	Lana Bingham		Administrative Specialist III	English	25-Oct-2022
Separation	Lorraine Cragun		Assistant	Child and Family Studies	24-Oct-2022
Separation	Christine Martinez		Administrative Specialist II	Zoology	19-Oct-2022
Separation	Karen Polson		Assistant	Child and Family Studies	14-Oct-2022
Transfer e-par	Tara Facer		Consultant	Child and Family Studies	01-Oct-2022
Transfer e-par	Vivian Hardy		Consultant	Child and Family Studies	01-Oct-2022
Transfer e-par	Laura Hunter		Consultant	Child and Family Studies	01-Oct-2022
Transfer e-par	Simone St Laurent		Consultant	Child and Family Studies	01-Oct-2022
Transfer e-par	Ron Terkelson		Custodian II	Facilities Management	03-Oct-2022
ePAR Promotion	Jake Childress		Supervisor/Classified	Parking	10-Oct-2022
ePAR Promotion	Brandi Hernandez		Specialist	Non-Trad Stud't Ctr-Hrly Child Care	16-Oct-2022
ePAR Promotion	Belinda McElheny		Administrative Associate	Faculty Senate	10-Oct-2022
ePAR Promotion	Samuel Morrison		Enrollment Specialist II	Student Success Center	01-Oct-2022

EARLY RETIREMENT REQUESTS

Each month, staff will bring Early Retirement Requests to the Business Committee for approval. There are 13 requests to be approved in November 2022.

EARLYRETIREMENTREQUESTSNOV2022



WEBER STATE UNIVERSITY

APPLICATION FOR EARLY RETIREMENT PROGRAM

Date of Application: 10/20/2022

Name of Employee: Teri Bell

Employee's Department: D. O. C. E

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Last Day of Employment June 2, 2023

Date of Retirement June 2, 2023 Phased Retirement ☐

Type of Early Retirement: Total Retirement

☐ If phased, explain details:

Comments:

Signature of applicant: Teri Bell

APPROVALS:

Applicant's eligibility verified by: Bethany Rasmussen

Date of Birth: _____ Employment Date: 10/25/1993

Assoc. V.P. of Human Resources: Meagan Thunell
Meagan Thunell (Oct 20, 2022 16:07 MDT)

Department Chair/Supervisor: James Hedges
James Hedges (Oct 23, 2022 16:51 MDT)

Dean or Equivalent: Ravindra Krovi
Ravindra Krovi (Oct 24, 2022 08:27 MDT)

Vice President: Brad Mortensen
Brad Mortensen (Oct 24, 2022 08:57 MDT)

Board of Trustees: _____



APPLICATION FOR
EARLY RETIREMENT PROGRAM

Date of Application: 10-20-2022

Name of Employee: Ann Gessel

Employee's Department: DCHP Dean's Office

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Last Day of Employment March 31, 2023

Date of Retirement _____ Phased Retirement ☐

Type of Early Retirement: Total Retirement

☐ If phased, explain details:

Comments: _____

Signature of applicant: Ann Gessel

APPROVALS:

Applicant's eligibility verified by: Bethany Rasmussen

Date of Birth: _____ Employment Date: 10/08/2007

Assoc. V.P. of Human Resources: Meagan Thunell
Meagan Thunell (Oct 20, 2022 16:09 MDT)

Department Chair/Supervisor: [Signature]

Dean or Equivalent: Ravindra Krovi
Ravindra Krovi (Oct 22, 2022 10:55 MDT)

Vice President: Brad Mortensen
Brad Mortensen (Oct 23, 2022 11:37 MDT)

Board of Trustees: _____



APPLICATION FOR
EARLY RETIREMENT PROGRAM

Date of Application: 10/19/2022

Name of Employee: Karen G. Lindley

Employee's Department: Teacher Education

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Last Day of Employment 05/31/2023

Date of Retirement 05/31/2023 Phased Retirement ☐

Type of Early Retirement: Total Retirement

☐ If phased, explain details:

Comments:

Signature of applicant: Karen G. Lindley

APPROVALS:	
Applicant's eligibility verified by:	<u>Bethany Rasmussen</u>
Date of Birth:	_____ Employment Date: <u>01/03/2001</u>
Assoc. V.P. of Human Resources:	<u>Meagan Thunell</u> <small>Meagan Thunell (Oct 20, 2022 16:07 MDT)</small>
Department Chair/Supervisor:	<u>Kristin Hadley</u>
Dean or Equivalent:	<u>Ravindra Krovi</u> <small>Ravindra Krovi (Oct 21, 2022 09:38 MDT)</small>
Vice President:	<u>Brad Mortensen</u> <small>Brad Mortensen (Oct 21, 2022 09:49 MDT)</small>
Board of Trustees:	_____



WEBER STATE UNIVERSITY

APPLICATION FOR EARLY RETIREMENT PROGRAM

Date of Application: 10/20/22

Name of Employee: Susan Smith

Employee's Department: Online and Continuing Education

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Last Day of Employment 6/30/23

Date of Retirement 6/30/23 Phased Retirement ☐

Type of Early Retirement: Total Retirement

☐ If phased, explain details:

Comments: Early retirement in conjunction with VSIP. Final date is 8 months prior to my 65 birthday.

Signature of applicant: Susan Smith

APPROVALS:

Applicant's eligibility verified by: Pellamy Rasmussen

Date of Birth: _____ Employment Date: 05/05/1993

Assoc. V.P. of Human Resources: Maegan Thunell (Oct 25, 2022 14:58 MDT)

Department Chair/Supervisor: Lynette Jensen

Dean or Equivalent: James Hedges (Oct 26, 2022 10:36 MDT)

Vice President: K.L. (Oct 27, 2022 06:53 MDT)

Board of Trustees: _____



APPLICATION FOR
EARLY RETIREMENT PROGRAM

Date of Application: October 21, 2022

Name of Employee: Claude Payne

Employee's Department: Bursar & Collections

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Last Day of Employment January 31, 2023

Date of Retirement February 1, 2023 Phased Retirement ☐

Type of Early Retirement: Total Retirement

☐ If phased, explain details:

Comments: I have loved my time at Weber State University
The past 31 years doing Collections, has given satisfaction that
doing my job well has benefited the University.

Signature of applicant: Claude Payne

APPROVALS:	
Applicant's eligibility verified by: <u>Bethany Rasmussen</u>	
Date of Birth: _____	Employment Date: <u>11/11/1991</u>
Assoc. V.P. of Human Resources: <u>Meagan Thunell</u> <small>Meagan Thunell (Oct 24, 2022 11:03 MDT)</small>	
Department Chair/Supervisor: <u>Richard G. Grier</u>	
Dean or Equivalent: <u>Steve Nabor</u> <small>Steve Nabor (Oct 26, 2022 15:31 MDT)</small>	
Vice President: <u>Norm Tarbox</u> <small>Norm Tarbox (Oct 27, 2022 09:28 MDT)</small>	
Board of Trustees: _____	



APPLICATION FOR
EARLY RETIREMENT PROGRAM

Date of Application: 10.24.2022

Name of Employee: Linda Christine Housley

Employee's Department: Health Sciences

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Last Day of Employment 5.31.2023

Date of Retirement 5.31.2023

Phased Retirement ☐

Type of Early Retirement: Total Retirement

☐ If phased, explain details:

Comments:

Signature of applicant: Chris Housley

APPROVALS:

Applicant's eligibility verified by: Bethany Rasmussen

Date of Birth: _____ Employment Date: 03/02/2003

Assoc. V.P. of Human Resources: Meagan Thunell
Meagan Thunell (Oct 25, 2022 12:28 MDT)

Department Chair/Supervisor: Travis Price
Travis Price (Oct 26, 2022 12:08 MDT)

Dean or Equivalent: Ravindra Krovi

Vice President: Ravindra Krovi
Ravindra Krovi (Oct 27, 2022 11:22 MDT)

Board of Trustees: _____



APPLICATION FOR
EARLY RETIREMENT PROGRAM

Date of Application: August 29, 2022

Name of Employee: Clayton Anderson

Employee's Department: Budget & Institutional Research

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Date of Retirement: June 30, 2023

Type of Early Retirement: Total Retirement ☒ Phased Retirement ☐

If phased, explain details: _____

Comments: _____

Signature of applicant: _____

APPROVALS:

Applicant's eligibility verified by: _____

Date of Birth: _____ Employment Date: 05/06/1991

Assoc. V.P. of Human Resources: Meagan Thunell (Oct 24, 2022 11:02 MDT)

Department Chair/Supervisor: Steve Nabor (Oct 26, 2022 15:32 MDT)

Dean or Equivalent: Norm Tarbox (Oct 27, 2022 09:28 MDT)

Vice President: Brad Mortensen (Oct 27, 2022 12:31 MDT)

Board of Trustees: _____



WEBER STATE UNIVERSITY

APPLICATION FOR EARLY RETIREMENT PROGRAM

Date of Application: 24 October 2022

Name of Employee: Letitia Teneau-Sword

Employee's Department: Child & Family Studies/ WSU Charter Academy

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Last Day of Employment 30 June 2023

Date of Retirement 30 June 2023 Phased Retirement ☐

Type of Early Retirement: Total Retirement

☐ If phased, explain details:

Comments:

Signature of applicant: *L. Teneau-Sword*

APPROVALS:	
Applicant's eligibility verified by:	<u><i>Bethany Rasmussen</i></u>
Date of Birth:	Employment Date: <u>01/06/2006</u>
Assoc. V.P. of Human Resources:	<u><i>Meagan Thunell</i></u> <small>Meagan Thunell (Oct 27, 2022 19:24 MDT)</small>
Department Chair/Supervisor:	<u><i>Wei Qiu</i></u> <small>Wei Qiu (Oct 27, 2022 20:34 MDT)</small>
Dean or Equivalent:	<u><i>Kristin Hadley</i></u>
Vice President:	<u><i>Ravindra Krovi</i></u> <small>Ravindra Krovi (Oct 28, 2022 08:35 MDT)</small>
Board of Trustees:	



WEBER STATE UNIVERSITY

APPLICATION FOR EARLY RETIREMENT PROGRAM

Date of Application: 10/25/2022

Name of Employee: Collette S. Allen

Employee's Department: RECEIVING

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Last Day of Employment 06/30/2023

Date of Retirement 06/30/2023 Phased Retirement ☐

Type of Early Retirement: Total Retirement

☐ If phased, explain details:

Comments:

Signature of applicant: Collette S. Allen

APPROVALS:

Applicant's eligibility verified by: Bethany Rasmussen

Date of Birth: Employment Date: 02/18/2003

Assoc. V.P. of Human Resources Meagan Thunell
Meagan Thunell (Oct 27, 2022 12:38 MDT)

Department Chair/Supervisor: Nancy Emerga

Dean or Equivalent: Steve Nabor
Steve Nabor (Oct 27, 2022 12:56 MDT)

Vice President: Norm Tarbox
Norm Tarbox (Oct 27, 2022 14:04 MDT)

Board of Trustees:

**APPLICATION FOR
EARLY RETIREMENT PROGRAM**

Date of Application: 10-25-22

Name of Employee: Shelly Hestand

Employee's Department: Cursor & Collections Services

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Last Day of Employment 7-28-23

Date of Retirement 3-1-23



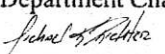


Type of Early Retirement: Total Retirement

† If phased, explain details:

Signature of applicant:
Phased Retirement †



Comments:

APPROVALS:	
Applicant's eligibility verified by: 	
Date of Birth:	Employment Date:
DOB:	Employment Date: 10/23/1986
Assoc. V.P. of Human Resources:	
 <small>Megan Thunell (Oct 27, 2022 11:32 MDT)</small>	
Department Chair/Supervisor:	
	
Dean or Equivalent:	
 <small>Steve Nabor (Oct 27, 2022 12:26 MDT)</small>	
Vice President:	
 <small>Norm Tarbox (Oct 27, 2022 14:07 MDT)</small>	
Board of Trustees:	

ApplicationEarlyRetirement Human Resources



APPLICATION FOR
EARLY RETIREMENT PROGRAM

Date of Application: October 27, 2022

Name of Employee: Timothy J. Eck

Employee's Department: Wildcat Stores

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Last Day of Employment June 30, 2023

Date of Retirement June 30, 2023 Phased Retirement ☐

Type of Early Retirement: Total Retirement

☐ If phased, explain details:

Comments: I have thoroughly enjoyed working for Weber State and appreciate all the opportunities the university has given me. However, it is time for me to move on to my next challenge: assist, plan, and secure the temporal and emotional needs of my two special needs children.

Signature of applicant: Timothy J. Eck

APPROVALS:

Applicant's eligibility verified by: Bethany Rasmussen

Date of Birth: _____ Employment Date: 12/12/2000

Assoc. V.P. of Human Resources: Meagan Thunell (Oct 27, 2022 11:22 MDT)

Department Chair/Supervisor: Steve Nabor (Oct 27, 2022 12:27 MDT)

Dean or Equivalent: Norm Tarbox (Oct 27, 2022 14:07 MDT)

Vice President: Brad Mortensen (Oct 27, 2022 21:33 MDT)

Board of Trustees: _____



APPLICATION FOR
EARLY RETIREMENT PROGRAM

Date of Application: 10-27-2022

Name of Employee: Barbara Wachocki

Employee's Department: Botany & Plant Ecology

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Last Day of Employment 6-15-2023

Date of Retirement 6-15-2023 Phased Retirement ☐

Type of Early Retirement: Total Retirement

☐ If phased, explain details:

Comments:

Signature of applicant: Barbara Wachocki

APPROVALS:	
Applicant's eligibility verified by:	<u>Bethany Rasmussen</u>
Date of Birth: _____	Employment Date: <u>02/01/1992</u>
Assoc. V.P. of Human Resources:	<u>Meagan Thunell</u> <small>Meagan Thunell (Oct 27, 2022 12:42 MDT)</small>
Department Chair/Supervisor:	<u>Art Easter-Peace</u>
Dean or Equivalent:	<u>Ravindra Krovi</u> <small>Ravindra Krovi (Oct 31, 2022 09:43 MDT)</small>
Vice President:	<u>Brad Mortensen</u> <small>Brad Mortensen (Oct 31, 2022 15:37 MDT)</small>
Board of Trustees:	_____



WEBER STATE UNIVERSITY

APPLICATION FOR EARLY RETIREMENT PROGRAM

Date of Application: October 28, 2022

Name of Employee: William Lorowitz

Employee's Department: Microbiology

Please accept my application for Early Retirement and route for approval to the appropriate Vice President and Board of Trustees. Specific information relative to my request is shown below.

Date of Retirement: ~~June 30, 2023~~ January 1, 2023 (see attachments)

Type of Early Retirement: Total Retirement ☒ Phased Retirement ☐

If phased, explain details: _____

Comments: _____

Signature of applicant: W. A. Lorowitz

APPROVALS:

Applicant's eligibility verified by: Meagan Thunell (Oct 28, 2022 16:40 MDT)

Date of Birth: _____ Employment Date: 07/01/2000

Assoc. V.P. of Human Resources: Meagan Thunell (Oct 29, 2022 12:47 MDT)

Department Chair/Supervisor: Michelle Culumber

Dean or Equivalent: Art Carter-Pileggi

Vice President: Ravindra Krovi (Oct 31, 2022 16:11 MDT)

Board of Trustees: _____

William Lorowitz requested that his early retirement date be changed from June 30, 2023 to January 1, 2023. In conversations on October 31, 2022, the following individuals all verbally consented to the change in date on Mr. Lorowitz's application:

Meagan Thunell, AVP of HR
Michele Culumber, Chair
Andrea Easter-Pilcher, Dean
Ravi Krovi, Provost

Re: Early Retirement Follow-up

1 message

William Lorowitz <wlorowitz@weber.edu>

Mon, Oct 31, 2022 at 3:22 PM

To: Meagan Thunell <meaganthunell@weber.edu>

Meagan,

Thank you for getting back to me so quickly. I approve of the date change for my vsip and early retirement to January 1, 2023.

William Lorowitz

On Mon, Oct 31, 2022, 2:38 PM Meagan Thunell <meaganthunell@weber.edu> wrote:

Bill,

You requested to change the date of your VSIP and early retirement to January 1, 2023. I am emailing to get your acknowledgment and approval of this change so that we can process things accordingly. Please respond with your approval.

Thanks,

**Meagan Thunell**

Interim Assistant Vice President for Human Resources

Weber State University

meaganthunell@weber.edu

801-626-7496

<http://weber.edu/humanresources>



**BOARD OF TRUSTEES
BUSINESS COMMITTEE MEETING MINUTES**

October 18, 2022 – 8:30 a.m.
Stewart Library, Room 333

Trustee Members:

Mr. Brent Bishop (Conducting)
Ms. Kearston Cutrubus (Trustee Chair)
Mr. Rob Higginson

Weber State University Representatives:

Dr. Brad L. Mortensen, President
Dr. Betsy Mennell, Vice President for University Advancement
Mr. Steve Nabor, Sr. Associate Vice President for Financial Services & CFO
Mr. Mark Halverson, Associate Vice President for Facilities & Campus Planning
Mr. Bryce Barker, Director of Internal Audit
Ms. Stephanie Hollist, General Counsel
Ms. Anita Preece, Secretary to the Business Committee

Guests:

Chief of Police, Seth Cawley
Mr. Clayton Anderson, Director of Budget & Institutional Research

Excused:

Dr. Norm Tarbox, Vice President for Administrative Services
Mr. Don Salazar, (Business Committee Chair)
Ms. Amanda Covington, Trustee

Public Attendees: N/A

Call to Order and Identification of any Potential or Perceived Conflicts of Interest:

The meeting was called to order at 8:30 a.m. by Mr. Brent Bishop. He welcomed all in attendance. Mr. Bishop opened the meeting and asked for identification of any potential or perceived conflicts of interest. Hearing none, Mr. Bishop continued through the agenda.

Agenda Items

Meeting Minutes Approval (September 20, 2022):

Meeting minutes from the September 20, 2022, Business Committee meeting were reviewed by the Board of Trustees.

ACTION: Upon a motion by Ms. Cutrubus to approve the meeting minutes from May 19, 2022 with a second by Mr. Higginson, the motion passed unanimously.

Financial Report (August 2022):

Mr. Steve Nabor, Sr. Associate Vice President for Financial Services & CFO, presented the Financial Report for August 2022. With 16.67% of the year completed, 14.11% of the budget was expended. Mr. Nabor shared that enrollment is down 2.2%, but efforts are being made to help increase our enrollment.

Mr. Nabor reported that spending patterns reflect a timing issue more than anything with only two months of the budget expended. There was a significant reduction in restricted funds; grants and contracts, as a reflection of the HEERF money. Mr. Nabor shared that plant funds reflected a significant spending pattern due to work on the Noorda Engineering building and the Engineering Technology renovation.

Audit Committee Report:

Mr. Bryce Barker, Director of Internal Audit, presented the Audit Committee Report from the September 20, 2022 Audit Committee meeting. Mr. Barker mentioned that due to the lack of a quorum in attendance, approval of the meeting minutes from the May 19, 2022 meeting will be postponed until the February audit committee meeting.

Mr. Barker noted that the following 5 follow-up audits were recommended to be closed at the next committee meeting: Advancement Services, College of Science, College of Social & Behavioral Sciences, Office of the Vice President for Student Affairs and Central Receiving & Mail Services. All of the recommendations in these audits have been adequately implemented.

Mr. Barker also reported that the scheduled audits for Dining Services and Property Control will remain open for a follow-up review. The NCAA Compliance audit was recommended to be closed at the next committee meeting.

Quarterly Investment Report:

Mr. Steve Nabor, Sr. Associate Vice President for Financial Services & CFO, presented the Quarterly Investment Report. He shared that this report includes the investment activities for the university and its component units for the fourth quarter of 2021 – 2022.

FY24 Budget Request:

Mr. Steve Nabor, Sr. Associate Vice President for Financial Services & CFO, presented the FY24 budget request. Mr. Nabor, Mr. Anderson, and President Mortensen answered the questions that the trustees had in regards to the budget requests.

FY24 Capital Requests:

Mr. Mark Halverson, Associate Vice President for Facilities & Campus Planning, presented the FY24 Capital Requests. He mentioned that WSU is seeking capital funding in three areas from the 2023 Utah Legislature. Details of the three projects were included in the trustee packet.

Mr. Halverson reported that \$8.5 million is sought to renovate the northern half of the Engineering Building (Phase II) on the Ogden Campus. The first phase is due to be complete the end of October includes new mechanical, electrical, plumbing, windows, lighting, etc.

Mr. Halverson also reported that \$5.8 million is sought to purchase a landbank in Farmington for a future satellite campus. This landbank is 6.57 acres and has an appraised value of \$5.7 million.

Mr. Halverson reported that \$7.2 million is also being sought to continue the aggressive improvement of WSU's existing campuses and infrastructure.

ACTION: Upon a motion by Ms. Cutrubus to approve the following action items, with a second by Mr. Higginson, the motion passed unanimously to approve the following action items:

- Financial Report (August 2022)
- Audit Committee Report
- Quarterly Investment Report
- FY24 Budget Request
- FY24 Capital Request

Information Items:**Campus Safety App:**

Chief Seth Cawley highlighted the new Campus Safety App. A detailed description of the app features were included in the trustees packet. He did report that he has received a lot of good feedback from the campus community.

Consent Calendar Items:

ACTION: Upon a motion by Mr. Higginson, to approve the following consent items, with a second by Ms. Cutrubus, the motion passed unanimously to approve the following consent items:

- Monthly Investment Report (August 2022)
- WSU Institutional Residence Report

- WSU Institutional Discretionary Report
- Personnel Report (September)
- Early Retirement

Adjournment:

The meeting adjourned at 9:33 a.m.

WOMEN IN SPORTS ENDOWMENT

Mr. Tim Crompton, Director of Intercollegiate Athletics, and Ms. Kayla Morgan, Asst. Athletic Director/Senior Woman Administrator, will discuss the Woman in Sports Endowment with the trustees.

In 2021, Weber State Athletics and the Women's Center hosted the first annual "Celebrating Women in Sports" event and began working towards funding a Women in Sports Quasi Endowment. This event joined women student-athletes, coaches, alumni and friends with Weber State administration for dinner and a "table talk" chat highlighting the voices of women student-athletes. It provided an opportunity for them to share their experiences, struggles, and victories, underlining the belief that participation in athletics can shape and change lives in countless positive ways.

On Tuesday, October 12th Weber State Athletics once again partnered with the Women's Center on campus in sponsoring a second annual "Celebrating Women in Sports" event. The evening provided an opportunity to highlight the voices of female student-athletes and staff members as they shared experiences from their individual journeys through athletics. The event sparked uplifting discussion, mentorship opportunity, and connection across sports. Our intent is to continue forward with this event each year preferably during Homecoming Week, and continue to grow the event to include additional alumni and community members along with other influential women.

Conversations and connections like the ones provided at these celebrations can be catalysts for positive change. We strongly believe that participation in athletics can shape and change lives in countless positive ways.

We are happy to report in only its second year, the Quasi Endowment has been funded with the generous support of our administration, individual donors, and department fundraising. Our Women in Sports Endowment has been established to provide ongoing support for the "Women in Sports Celebration" event and the enhancement of our female athletic programs.

MEMWOMENINSPORTSENDOWMENT